

Teledata 1st year Apprentice Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 14.25	14.25	\$ 14.25	14.25	\$ 14.25	14.25
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
JIB	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
Apprentice Percentage	1.750%	\$ 0.249	1.750%	\$ 0.249	1.750%	\$ 0.249
Apprentice Hourly	1.754%	0.25	1.754%	0.25	1.754%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.456	10.220%	\$ 1.456	10.220%	\$ 1.456
P H B P -- Medical	26.210%	\$ 3.735	26.210%	\$ 3.735	26.210%	\$ 3.735
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.433	3.040%	\$ 0.433	3.040%	\$ 0.433
N . E . B . F .	3.000%	\$ 0.428	3.000%	\$ 0.428	3.000%	\$ 0.428
Annuity	4.010%	\$ 0.571	4.010%	\$ 0.571	4.010%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 2.943	20.650%	\$ 2.943	20.650%	\$ 2.943
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.143	1.000%	\$ 0.143	1.000%	\$ 0.143
Supplemental Disability	0.500%	\$ 0.071	0.500%	\$ 0.071	0.500%	\$ 0.071
Total Rate For Benefits	72.634%	\$ 10.350	72.634%	\$ 10.350	72.634%	\$ 10.350
Total Cost Per Hour		\$ 24.600		\$ 24.600		\$ 24.600

Teledata 1st year Apprentice OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 21.38	\$ 21.38	\$ 21.38	\$ 21.38	\$ 21.38	\$ 21.38
Hourly Rate	\$ 14.25	\$ 14.25	\$ 14.25	\$ 14.25	\$ 14.25	\$ 14.25
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
JIB	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
Apprentice Percentage	1.750%	\$ 0.249	1.750%	\$ 0.249	1.750%	\$ 0.249
Apprentice Hourly	1.754%	0.25	1.754%	0.25	1.754%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.456	10.220%	\$ 1.456	10.220%	\$ 1.456
P H B P -- Medical	26.210%	\$ 3.735	26.210%	\$ 3.735	26.210%	\$ 3.735
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.433	3.040%	\$ 0.433	3.040%	\$ 0.433
N .E .B .F .	3.000%	\$ 0.641	3.000%	\$ 0.641	3.000%	\$ 0.641
Annuity	4.010%	\$ 0.571	4.010%	\$ 0.571	4.010%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.414	20.650%	\$ 4.414	20.650%	\$ 4.414
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.143	1.000%	\$ 0.143	1.000%	\$ 0.143
Supplemental Disability	0.500%	\$ 0.107	0.500%	\$ 0.107	0.500%	\$ 0.107
Total Rate For Benefits	72.634%	\$ 12.071	72.634%	\$ 12.071	72.634%	\$ 12.071
Total Cost Per Hour		\$ 33.446		\$ 33.446		\$ 33.446

Teledata 2nd year Apprentice Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 17.05	17.05	\$ 17.05	17.05	\$ 17.05	17.05
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
JIB	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.466%	0.25	1.466%	0.25	1.466%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.743	10.220%	\$ 1.743	10.220%	\$ 1.743
P H B P -- Medical	26.210%	\$ 4.469	26.210%	\$ 4.469	26.210%	\$ 4.469
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.518	3.040%	\$ 0.518	3.040%	\$ 0.518
N .E .B .F .	3.000%	\$ 0.512	3.000%	\$ 0.512	3.000%	\$ 0.512
Annuity	3.351%	\$ 0.571	3.351%	\$ 0.571	3.351%	\$ 0.571
HRA	9.208%	\$ 1.570	9.208%	\$ 1.570	9.208%	\$ 1.570
DSP Percentage	20.650%	\$ 3.521	20.650%	\$ 3.521	20.650%	\$ 3.521
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.171	1.000%	\$ 0.171	1.000%	\$ 0.171
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.085	0.500%	\$ 0.085
Total Rate For Benefits	80.896%	\$ 13.793	80.896%	\$ 13.793	80.896%	\$ 13.793
Total Cost Per Hour		\$ 30.843		\$ 30.843		\$ 30.843

Teledata 2nd year Apprentice OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58
Hourly Rate	\$ 17.05	\$ 17.05	\$ 17.05	\$ 17.05	\$ 17.05	\$ 17.05
Wage and Benefit Fund	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
JIB	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.466%	0.25	1.466%	0.25	1.466%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.743	10.220%	\$ 1.743	10.220%	\$ 1.743
P H B P -- Medical	26.210%	\$ 4.469	26.210%	\$ 4.469	26.210%	\$ 4.469
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.518	3.040%	\$ 0.518	3.040%	\$ 0.518
N .E .B .F .	3.000%	\$ 0.767	3.000%	\$ 0.767	3.000%	\$ 0.767
Annuity	3.351%	\$ 0.571	3.351%	\$ 0.571	3.351%	\$ 0.571
HRA	9.208%	\$ 1.570	9.208%	\$ 1.570	9.208%	\$ 1.570
DSP Percentage	20.650%	\$ 5.281	20.650%	\$ 5.281	20.650%	\$ 5.281
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.171	1.000%	\$ 0.171	1.000%	\$ 0.171
Supplemental Disability	0.500%	\$ 0.128	0.500%	\$ 0.128	0.500%	\$ 0.128
Total Rate For Benefits	80.896%	\$ 15.852	80.896%	\$ 15.852	80.896%	\$ 15.852
Total Cost Per Hour		\$ 41.427		\$ 41.427		\$ 41.427

Teledata 3rd year Apprentice Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 19.15	19.15	\$ 19.15	19.15	\$ 19.15	19.15
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
JIB	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Apprentice Percentage	1.750%	\$ 0.335	1.750%	\$ 0.335	1.750%	\$ 0.335
Apprentice Hourly	1.305%	0.25	1.305%	0.25	1.305%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.957	10.220%	\$ 1.957	10.220%	\$ 1.957
P H B P -- Medical	26.210%	\$ 5.019	26.210%	\$ 5.019	26.210%	\$ 5.019
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.582	3.040%	\$ 0.582	3.040%	\$ 0.582
N .E .B .F .	3.000%	\$ 0.575	3.000%	\$ 0.575	3.000%	\$ 0.575
Annuity	2.984%	\$ 0.571	2.984%	\$ 0.571	2.984%	\$ 0.571
HRA	8.198%	\$ 1.570	8.198%	\$ 1.570	8.198%	\$ 1.570
DSP Percentage	20.650%	\$ 3.954	20.650%	\$ 3.954	20.650%	\$ 3.954
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.192	1.000%	\$ 0.192	1.000%	\$ 0.192
Supplemental Disability	0.500%	\$ 0.096	0.500%	\$ 0.096	0.500%	\$ 0.096
<b>Total Rate For Benefits</b>	<b>79.358%</b>	<b>\$ 15.197</b>	<b>79.358%</b>	<b>\$ 15.197</b>	<b>79.358%</b>	<b>\$ 15.197</b>
<b>Total Cost Per Hour</b>		<b>\$ 34.347</b>		<b>\$ 34.347</b>		<b>\$ 34.347</b>

Teledata 3rd year Apprentice OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 28.73	\$ 28.73	\$ 28.73	\$ 28.73	\$ 28.73	\$ 28.73
Hourly Rate	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15
Wage and Benefit Fund	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
JIB	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Apprentice Percentage	1.750%	\$ 0.335	1.750%	\$ 0.335	1.750%	\$ 0.335
Apprentice Hourly	1.305%	0.25	1.305%	0.25	1.305%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.957	10.220%	\$ 1.957	10.220%	\$ 1.957
P H B P -- Medical	26.210%	\$ 5.019	26.210%	\$ 5.019	26.210%	\$ 5.019
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.582	3.040%	\$ 0.582	3.040%	\$ 0.582
N .E .B .F .	3.000%	\$ 0.862	3.000%	\$ 0.862	3.000%	\$ 0.862
Annuity	2.984%	\$ 0.571	2.984%	\$ 0.571	2.984%	\$ 0.571
HRA	8.198%	\$ 1.570	8.198%	\$ 1.570	8.198%	\$ 1.570
DSP Percentage	20.650%	\$ 5.932	20.650%	\$ 5.932	20.650%	\$ 5.932
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.192	1.000%	\$ 0.192	1.000%	\$ 0.192
Supplemental Disability	0.500%	\$ 0.144	0.500%	\$ 0.144	0.500%	\$ 0.144
Total Rate For Benefits	79.358%	\$ 17.509	79.358%	\$ 17.509	79.358%	\$ 17.509
Total Cost Per Hour		\$ 46.234		\$ 46.234		\$ 46.234

Teledata 4th year Apprentice Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Hourly Rate	\$ 21.10	21.10	\$ 21.10	21.10	\$ 21.10	21.10
Wage and Benefit Fund	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
JIB	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Apprentice Percentage	1.750%	\$ 0.369	1.750%	\$ 0.369	1.750%	\$ 0.369
Apprentice Hourly	1.185%	0.25	1.185%	0.25	1.185%	0.25
P H B P -- Pension Trust	10.220%	\$ 2.156	10.220%	\$ 2.156	10.220%	\$ 2.156
P H B P -- Medical	26.210%	\$ 5.530	26.210%	\$ 5.530	26.210%	\$ 5.530
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.641	3.040%	\$ 0.641	3.040%	\$ 0.641
N .E .B .F .	3.000%	\$ 0.633	3.000%	\$ 0.633	3.000%	\$ 0.633
Annuity	2.708%	\$ 0.571	2.708%	\$ 0.571	2.708%	\$ 0.571
HRA	7.441%	\$ 1.570	7.441%	\$ 1.570	7.441%	\$ 1.570
DSP Percentage	20.650%	\$ 4.357	20.650%	\$ 4.357	20.650%	\$ 4.357
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.211	1.000%	\$ 0.211	1.000%	\$ 0.211
Supplemental Disability	0.500%	\$ 0.106	0.500%	\$ 0.106	0.500%	\$ 0.106
Total Rate For Benefits	78.204%	\$ 16.501	78.204%	\$ 16.501	78.204%	\$ 16.501
Total Cost Per Hour		\$ 37.601		\$ 37.601		\$ 37.601

Teledata 4th year Apprentice OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 31.65	\$ 31.65	\$ 31.65	\$ 31.65	\$ 31.65	\$ 31.65
Hourly Rate	\$ 21.10	\$ 21.10	\$ 21.10	\$ 21.10	\$ 21.10	\$ 21.10
Wage and Benefit Fund	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
JIB	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Apprentice Percentage	1.750%	\$ 0.369	1.750%	\$ 0.369	1.750%	\$ 0.369
Apprentice Hourly	1.185%	0.25	1.185%	0.25	1.185%	0.25
P H B P -- Pension Trust	10.220%	\$ 2.156	10.220%	\$ 2.156	10.220%	\$ 2.156
P H B P -- Medical	26.210%	\$ 5.530	26.210%	\$ 5.530	26.210%	\$ 5.530
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.641	3.040%	\$ 0.641	3.040%	\$ 0.641
N .E .B .F .	3.000%	\$ 0.950	3.000%	\$ 0.950	3.000%	\$ 0.950
Annuity	2.708%	\$ 0.571	2.708%	\$ 0.571	2.708%	\$ 0.571
HRA	7.441%	\$ 1.570	7.441%	\$ 1.570	7.441%	\$ 1.570
DSP Percentage	20.650%	\$ 6.536	20.650%	\$ 6.536	20.650%	\$ 6.536
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.211	1.000%	\$ 0.211	1.000%	\$ 0.211
Supplemental Disability	0.500%	\$ 0.158	0.500%	\$ 0.158	0.500%	\$ 0.158
Total Rate For Benefits	78.204%	\$ 19.049	78.204%	\$ 19.049	78.204%	\$ 19.049
Total Cost Per Hour		\$ 50.699		\$ 50.699		\$ 50.699



Inside Wireman 1st year Apprentice Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 14.25	14.25	\$ 14.25	14.25	\$ 14.25	14.25
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
JIB	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
Apprentice Percentage	1.750%	\$ 0.249	1.750%	\$ 0.249	1.750%	\$ 0.249
Apprentice Hourly	1.754%	0.25	1.754%	0.25	1.754%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.456	10.220%	\$ 1.456	10.220%	\$ 1.456
P H B P -- Medical	26.210%	\$ 3.735	26.210%	\$ 3.735	26.210%	\$ 3.735
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.433	3.040%	\$ 0.433	3.040%	\$ 0.433
N .E .B .F .	3.000%	\$ 0.428	3.000%	\$ 0.428	3.000%	\$ 0.428
Annuity	4.010%	\$ 0.571	4.010%	\$ 0.571	4.010%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 2.943	20.650%	\$ 2.943	20.650%	\$ 2.943
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.143	1.000%	\$ 0.143	1.000%	\$ 0.143
Supplemental Disability	0.500%	\$ 0.071	0.500%	\$ 0.071	0.500%	\$ 0.071
Total Rate For Benefits	72.634%	\$ 10.350	72.634%	\$ 10.350	72.634%	\$ 10.350
Total Cost Per Hour		\$ 24.600		\$ 24.600		\$ 24.600

Inside Wireman 1st year Apprentice OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 21.38	\$ 21.38	\$ 21.38	\$ 21.38	\$ 21.38	\$ 21.38
Hourly Rate	\$ 14.25	\$ 14.25	\$ 14.25	\$ 14.25	\$ 14.25	\$ 14.25
Wage and Benefit Fund	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
JIB	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
Apprentice Percentage	1.750%	\$ 0.249	1.750%	\$ 0.249	1.750%	\$ 0.249
Apprentice Hourly	1.754%	0.25	1.754%	0.25	1.754%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.456	10.220%	\$ 1.456	10.220%	\$ 1.456
P H B P -- Medical	26.210%	\$ 3.735	26.210%	\$ 3.735	26.210%	\$ 3.735
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.433	3.040%	\$ 0.433	3.040%	\$ 0.433
N . E . B . F .	3.000%	\$ 0.641	3.000%	\$ 0.641	3.000%	\$ 0.641
Annuity	4.010%	\$ 0.571	4.010%	\$ 0.571	4.010%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.414	20.650%	\$ 4.414	20.650%	\$ 4.414
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.143	1.000%	\$ 0.143	1.000%	\$ 0.143
Supplemental Disability	0.500%	\$ 0.107	0.500%	\$ 0.107	0.500%	\$ 0.107
Total Rate For Benefits	72.634%	\$ 12.071	72.634%	\$ 12.071	72.634%	\$ 12.071
Total Cost Per Hour		\$ 33.446		\$ 33.446		\$ 33.446

Inside Wireman 2nd year Apprentice Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Hourly Rate	\$ 17.05	17.05	\$ 17.05	17.05	\$ 17.05	17.05
Wage and Benefit Fund	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
JIB	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.466%	0.25	1.466%	0.25	1.466%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.743	10.220%	\$ 1.743	10.220%	\$ 1.743
P H B P -- Medical	26.210%	\$ 4.469	26.210%	\$ 4.469	26.210%	\$ 4.469
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.518	3.040%	\$ 0.518	3.040%	\$ 0.518
N . E . B . F .	3.000%	\$ 0.512	3.000%	\$ 0.512	3.000%	\$ 0.512
Annuity	3.351%	\$ 0.571	3.351%	\$ 0.571	3.351%	\$ 0.571
HRA	9.208%	\$ 1.570	9.208%	\$ 1.570	9.208%	\$ 1.570
DSP Percentage	20.650%	\$ 3.521	20.650%	\$ 3.521	20.650%	\$ 3.521
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.171	1.000%	\$ 0.171	1.000%	\$ 0.171
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.085	0.500%	\$ 0.085
Total Rate For Benefits	80.896%	\$ 13.793	80.896%	\$ 13.793	80.896%	\$ 13.793
Total Cost Per Hour		\$ 30.843		\$ 30.843		\$ 30.843

Inside Wireman 2nd year Apprentice OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58
Hourly Rate	\$ 17.05	\$ 17.05	\$ 17.05	\$ 17.05	\$ 17.05	\$ 17.05
Wage and Benefit Fund	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
JIB	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.466%	0.25	1.466%	0.25	1.466%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.743	10.220%	\$ 1.743	10.220%	\$ 1.743
P H B P -- Medical	26.210%	\$ 4.469	26.210%	\$ 4.469	26.210%	\$ 4.469
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.518	3.040%	\$ 0.518	3.040%	\$ 0.518
N .E .B .F .	3.000%	\$ 0.767	3.000%	\$ 0.767	3.000%	\$ 0.767
Annuity	3.351%	\$ 0.571	3.351%	\$ 0.571	3.351%	\$ 0.571
HRA	9.208%	\$ 1.570	9.208%	\$ 1.570	9.208%	\$ 1.570
DSP Percentage	20.650%	\$ 5.281	20.650%	\$ 5.281	20.650%	\$ 5.281
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.171	1.000%	\$ 0.171	1.000%	\$ 0.171
Supplemental Disability	0.500%	\$ 0.128	0.500%	\$ 0.128	0.500%	\$ 0.128
Total Rate For Benefits	80.896%	\$ 15.852	80.896%	\$ 15.852	80.896%	\$ 15.852
Total Cost Per Hour		\$ 41.427		\$ 41.427		\$ 41.427

Inside Wireman 3rd year Apprentice Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Hourly Rate	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15
Wage and Benefit Fund	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
JIB	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Apprentice Percentage	1.750%	\$ 0.335	1.750%	\$ 0.335	1.750%	\$ 0.335
Apprentice Hourly	1.305%	0.25	1.305%	0.25	1.305%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.957	10.220%	\$ 1.957	10.220%	\$ 1.957
P H B P -- Medical	26.210%	\$ 5.019	26.210%	\$ 5.019	26.210%	\$ 5.019
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.582	3.040%	\$ 0.582	3.040%	\$ 0.582
N . E . B . F .	3.000%	\$ 0.575	3.000%	\$ 0.575	3.000%	\$ 0.575
Annuity	2.984%	\$ 0.571	2.984%	\$ 0.571	2.984%	\$ 0.571
HRA	8.198%	\$ 1.570	8.198%	\$ 1.570	8.198%	\$ 1.570
DSP Percentage	20.650%	\$ 3.954	20.650%	\$ 3.954	20.650%	\$ 3.954
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.192	1.000%	\$ 0.192	1.000%	\$ 0.192
Supplemental Disability	0.500%	\$ 0.096	0.500%	\$ 0.096	0.500%	\$ 0.096
<b>Total Rate For Benefits</b>	<b>79.358%</b>	<b>\$ 15.197</b>	<b>79.358%</b>	<b>\$ 15.197</b>	<b>79.358%</b>	<b>\$ 15.197</b>
<b>Total Cost Per Hour</b>		<b>\$ 34.347</b>		<b>\$ 34.347</b>		<b>\$ 34.347</b>

Inside Wireman 3rd year Apprentice OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 28.73	\$ 28.73	\$ 28.73	\$ 28.73	\$ 28.73	\$ 28.73
Hourly Rate	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
JIB	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Apprentice Percentage	1.750%	\$ 0.335	1.750%	\$ 0.335	1.750%	\$ 0.335
Apprentice Hourly	1.305%	0.25	1.305%	0.25	1.305%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.957	10.220%	\$ 1.957	10.220%	\$ 1.957
P H B P -- Medical	26.210%	\$ 5.019	26.210%	\$ 5.019	26.210%	\$ 5.019
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.582	3.040%	\$ 0.582	3.040%	\$ 0.582
N .E .B .F .	3.000%	\$ 0.862	3.000%	\$ 0.862	3.000%	\$ 0.862
Annuity	2.984%	\$ 0.571	2.984%	\$ 0.571	2.984%	\$ 0.571
HRA	8.198%	\$ 1.570	8.198%	\$ 1.570	8.198%	\$ 1.570
DSP Percentage	20.650%	\$ 5.932	20.650%	\$ 5.932	20.650%	\$ 5.932
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.192	1.000%	\$ 0.192	1.000%	\$ 0.192
Supplemental Disability	0.500%	\$ 0.144	0.500%	\$ 0.144	0.500%	\$ 0.144
Total Rate For Benefits	79.358%	\$ 17.509	79.358%	\$ 17.509	79.358%	\$ 17.509
Total Cost Per Hour		\$ 46.234		\$ 46.234		\$ 46.234

Inside Wireman 4th year Apprentice Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 21.10	21.10	\$ 21.10	21.10	\$ 21.10	21.10
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
JIB	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Apprentice Percentage	1.750%	\$ 0.369	1.750%	\$ 0.369	1.750%	\$ 0.369
Apprentice Hourly	1.185%	0.25	1.185%	0.25	1.185%	0.25
P H B P -- Pension Trust	10.220%	\$ 2.156	10.220%	\$ 2.156	10.220%	\$ 2.156
P H B P -- Medical	26.210%	\$ 5.530	26.210%	\$ 5.530	26.210%	\$ 5.530
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.641	3.040%	\$ 0.641	3.040%	\$ 0.641
N . E . B . F .	3.000%	\$ 0.633	3.000%	\$ 0.633	3.000%	\$ 0.633
Annuity	2.708%	\$ 0.571	2.708%	\$ 0.571	2.708%	\$ 0.571
HRA	7.441%	\$ 1.570	7.441%	\$ 1.570	7.441%	\$ 1.570
DSP Percentage	20.650%	\$ 4.357	20.650%	\$ 4.357	20.650%	\$ 4.357
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.211	1.000%	\$ 0.211	1.000%	\$ 0.211
Supplemental Disability	0.500%	\$ 0.106	0.500%	\$ 0.106	0.500%	\$ 0.106
Total Rate For Benefits	78.204%	\$ 16.501	78.204%	\$ 16.501	78.204%	\$ 16.501
Total Cost Per Hour		\$ 37.601		\$ 37.601		\$ 37.601

Inside Wireman 4th year Apprentice OT Wage and Benefits for those accepted into the program prior to 4/23/2014  
**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
OT Rate	\$ 31.65	\$ 31.65	\$ 31.65	\$ 31.65	\$ 31.65	\$ 31.65
Hourly Rate	\$ 21.10	\$ 21.10	\$ 21.10	\$ 21.10	\$ 21.10	\$ 21.10
Wage and Benefit Fund	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
JIB	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Apprentice Percentage	1.750%	\$ 0.369	1.750%	\$ 0.369	1.750%	\$ 0.369
Apprentice Hourly	1.185%	0.25	1.185%	0.25	1.185%	0.25
P H B P -- Pension Trust	10.220%	\$ 2.156	10.220%	\$ 2.156	10.220%	\$ 2.156
P H B P -- Medical	26.210%	\$ 5.530	26.210%	\$ 5.530	26.210%	\$ 5.530
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.641	3.040%	\$ 0.641	3.040%	\$ 0.641
N .E .B .F .	3.000%	\$ 0.950	3.000%	\$ 0.950	3.000%	\$ 0.950
Annuity	2.708%	\$ 0.571	2.708%	\$ 0.571	2.708%	\$ 0.571
HRA	7.441%	\$ 1.570	7.441%	\$ 1.570	7.441%	\$ 1.570
DSP Percentage	20.650%	\$ 6.536	20.650%	\$ 6.536	20.650%	\$ 6.536
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.211	1.000%	\$ 0.211	1.000%	\$ 0.211
Supplemental Disability	0.500%	\$ 0.158	0.500%	\$ 0.158	0.500%	\$ 0.158
Total Rate For Benefits	78.204%	\$ 19.049	78.204%	\$ 19.049	78.204%	\$ 19.049
Total Cost Per Hour		\$ 50.699		\$ 50.699		\$ 50.699



M Helper 1st year Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Hourly Rate	\$ 14.25	14.25	\$ 14.25	14.25	\$ 14.25	14.25
Wage and Benefit Fund	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
JIB	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
Apprentice Percentage	1.750%	\$ 0.249	1.750%	\$ 0.249	1.750%	\$ 0.249
Apprentice Hourly	1.754%	0.25	1.754%	0.25	1.754%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.456	10.220%	\$ 1.456	10.220%	\$ 1.456
P H B P -- Medical	26.210%	\$ 3.735	26.210%	\$ 3.735	26.210%	\$ 3.735
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.433	3.040%	\$ 0.433	3.040%	\$ 0.433
N . E . B . F .	3.000%	\$ 0.428	3.000%	\$ 0.428	3.000%	\$ 0.428
Annuity	4.010%	\$ 0.571	4.010%	\$ 0.571	4.010%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 2.943	20.650%	\$ 2.943	20.650%	\$ 2.943
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.143	1.000%	\$ 0.143	1.000%	\$ 0.143
Supplemental Disability	0.500%	\$ 0.071	0.500%	\$ 0.071	0.500%	\$ 0.071
Total Rate For Benefits	72.634%	\$ 10.350	72.634%	\$ 10.350	72.634%	\$ 10.350
Total Cost Per Hour		\$ 24.600		\$ 24.600		\$ 24.600

M Helper 1st year OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 21.38	\$ 21.38	\$ 21.38	\$ 21.38	\$ 21.38	\$ 21.38
Hourly Rate	\$ 14.25	14.25	\$ 14.25	14.25	\$ 14.25	14.25
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
JIB	0.250%	\$ 0.036	0.250%	\$ 0.036	0.250%	\$ 0.036
Apprentice Percentage	1.750%	\$ 0.249	1.750%	\$ 0.249	1.750%	\$ 0.249
Apprentice Hourly	1.754%	0.25	1.754%	0.25	1.754%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.456	10.220%	\$ 1.456	10.220%	\$ 1.456
P H B P -- Medical	26.210%	\$ 3.735	26.210%	\$ 3.735	26.210%	\$ 3.735
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.433	3.040%	\$ 0.433	3.040%	\$ 0.433
N .E .B .F .	3.000%	\$ 0.641	3.000%	\$ 0.641	3.000%	\$ 0.641
Annuity	4.010%	\$ 0.571	4.010%	\$ 0.571	4.010%	\$ 0.571
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.414	20.650%	\$ 4.414	20.650%	\$ 4.414
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.143	1.000%	\$ 0.143	1.000%	\$ 0.143
Supplemental Disability	0.500%	\$ 0.107	0.500%	\$ 0.107	0.500%	\$ 0.107
Total Rate For Benefits	72.634%	\$ 12.071	72.634%	\$ 12.071	72.634%	\$ 12.071
Total Cost Per Hour		\$ 33.446		\$ 33.446		\$ 33.446

M Helper 2nd year Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 17.05	17.05	\$ 17.05	17.05	\$ 17.05	17.05
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
JIB	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.466%	0.25	1.466%	0.25	1.466%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.743	10.220%	\$ 1.743	10.220%	\$ 1.743
P H B P -- Medical	26.210%	\$ 4.469	26.210%	\$ 4.469	26.210%	\$ 4.469
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.518	3.040%	\$ 0.518	3.040%	\$ 0.518
N . E . B . F .	3.000%	\$ 0.512	3.000%	\$ 0.512	3.000%	\$ 0.512
Annuity	3.351%	\$ 0.571	3.351%	\$ 0.571	3.351%	\$ 0.571
HRA	9.208%	\$ 1.570	9.208%	\$ 1.570	9.208%	\$ 1.570
DSP Percentage	20.650%	\$ 3.521	20.650%	\$ 3.521	20.650%	\$ 3.521
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.171	1.000%	\$ 0.171	1.000%	\$ 0.171
Supplemental Disability	0.500%	\$ 0.085	0.500%	\$ 0.085	0.500%	\$ 0.085
Total Rate For Benefits	80.896%	\$ 13.793	80.896%	\$ 13.793	80.896%	\$ 13.793
Total Cost Per Hour		\$ 30.843		\$ 30.843		\$ 30.843

M Helper 2nd year OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
OT Rate	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58
Hourly Rate	\$ 17.05	17.05	\$ 17.05	17.05	\$ 17.05	17.05
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
JIB	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.466%	0.25	1.466%	0.25	1.466%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.743	10.220%	\$ 1.743	10.220%	\$ 1.743
P H B P -- Medical	26.210%	\$ 4.469	26.210%	\$ 4.469	26.210%	\$ 4.469
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.518	3.040%	\$ 0.518	3.040%	\$ 0.518
N .E .B .F .	3.000%	\$ 0.767	3.000%	\$ 0.767	3.000%	\$ 0.767
Annuity	3.351%	\$ 0.571	3.351%	\$ 0.571	3.351%	\$ 0.571
HRA	9.208%	\$ 1.570	9.208%	\$ 1.570	9.208%	\$ 1.570
DSP Percentage	20.650%	\$ 5.281	20.650%	\$ 5.281	20.650%	\$ 5.281
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.171	1.000%	\$ 0.171	1.000%	\$ 0.171
Supplemental Disability	0.500%	\$ 0.128	0.500%	\$ 0.128	0.500%	\$ 0.128
Total Rate For Benefits	80.896%	\$ 15.852	80.896%	\$ 15.852	80.896%	\$ 15.852
Total Cost Per Hour		\$ 41.427		\$ 41.427		\$ 41.427

M Helper 3rd year Wage and Benefits for those accepted into the program prior to 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 19.15	19.15	\$ 19.15	19.15	\$ 19.15	19.15
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
JIB	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Apprentice Percentage	1.750%	\$ 0.335	1.750%	\$ 0.335	1.750%	\$ 0.335
Apprentice Hourly	1.305%	0.25	1.305%	0.25	1.305%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.957	10.220%	\$ 1.957	10.220%	\$ 1.957
P H B P -- Medical	26.210%	\$ 5.019	26.210%	\$ 5.019	26.210%	\$ 5.019
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.582	3.040%	\$ 0.582	3.040%	\$ 0.582
N .E .B .F .	3.000%	\$ 0.575	3.000%	\$ 0.575	3.000%	\$ 0.575
Annuity	2.984%	\$ 0.571	2.984%	\$ 0.571	2.984%	\$ 0.571
HRA	8.198%	\$ 1.570	8.198%	\$ 1.570	8.198%	\$ 1.570
DSP Percentage	20.650%	\$ 3.954	20.650%	\$ 3.954	20.650%	\$ 3.954
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.192	1.000%	\$ 0.192	1.000%	\$ 0.192
Supplemental Disability	0.500%	\$ 0.096	0.500%	\$ 0.096	0.500%	\$ 0.096
Total Rate For Benefits	79.358%	\$ 15.197	79.358%	\$ 15.197	79.358%	\$ 15.197
Total Cost Per Hour		\$ 34.347		\$ 34.347		\$ 34.347

M Helper 3rd year OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 28.73	\$ 28.73	\$ 28.73	\$ 28.73	\$ 28.73	\$ 28.73
Hourly Rate	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15	\$ 19.15
Wage and Benefit Fund	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
JIB	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Apprentice Percentage	1.750%	\$ 0.335	1.750%	\$ 0.335	1.750%	\$ 0.335
Apprentice Hourly	1.305%	0.25	1.305%	0.25	1.305%	0.25
P H B P -- Pension Trust	10.220%	\$ 1.957	10.220%	\$ 1.957	10.220%	\$ 1.957
P H B P -- Medical	26.210%	\$ 5.019	26.210%	\$ 5.019	26.210%	\$ 5.019
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.582	3.040%	\$ 0.582	3.040%	\$ 0.582
N .E .B .F .	3.000%	\$ 0.862	3.000%	\$ 0.862	3.000%	\$ 0.862
Annuity	2.984%	\$ 0.571	2.984%	\$ 0.571	2.984%	\$ 0.571
HRA	8.198%	\$ 1.570	8.198%	\$ 1.570	8.198%	\$ 1.570
DSP Percentage	20.650%	\$ 5.932	20.650%	\$ 5.932	20.650%	\$ 5.932
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.192	1.000%	\$ 0.192	1.000%	\$ 0.192
Supplemental Disability	0.500%	\$ 0.144	0.500%	\$ 0.144	0.500%	\$ 0.144
Total Rate For Benefits	79.358%	\$ 17.509	79.358%	\$ 17.509	79.358%	\$ 17.509
Total Cost Per Hour		\$ 46.234		\$ 46.234		\$ 46.234

M Helper 4th year Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017	4/27/2017	4/26/2018	4/26/2018	4/25/2019	4/25/2019
Hourly Rate	\$ 21.10	21.10	\$ 21.10	21.10	\$ 21.10	21.10
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
JIB	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Apprentice Percentage	1.750%	\$ 0.369	1.750%	\$ 0.369	1.750%	\$ 0.369
Apprentice Hourly	1.185%	0.25	1.185%	0.25	1.185%	0.25
P H B P -- Pension Trust	10.220%	\$ 2.156	10.220%	\$ 2.156	10.220%	\$ 2.156
P H B P -- Medical	26.210%	\$ 5.530	26.210%	\$ 5.530	26.210%	\$ 5.530
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.641	3.040%	\$ 0.641	3.040%	\$ 0.641
N . E . B . F .	3.000%	\$ 0.633	3.000%	\$ 0.633	3.000%	\$ 0.633
Annuity	2.708%	\$ 0.571	2.708%	\$ 0.571	2.708%	\$ 0.571
HRA	7.441%	\$ 1.570	7.441%	\$ 1.570	7.441%	\$ 1.570
DSP Percentage	20.650%	\$ 4.357	20.650%	\$ 4.357	20.650%	\$ 4.357
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.211	1.000%	\$ 0.211	1.000%	\$ 0.211
Supplemental Disability	0.500%	\$ 0.106	0.500%	\$ 0.106	0.500%	\$ 0.106
Total Rate For Benefits	78.204%	\$ 16.501	78.204%	\$ 16.501	78.204%	\$ 16.501
Total Cost Per Hour		\$ 37.601		\$ 37.601		\$ 37.601

M Helper 4th year OT Wage and Benefits for those accepted into the program prior to 4/23/2014

**Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/26/2017 (at 4:01 p.m.) to 4/23/2020**

Full Benefit Package	4/27/2017		4/26/2018		4/25/2019	
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
OT Rate	\$ 31.65	\$ 31.65	\$ 31.65	\$ 31.65	\$ 31.65	\$ 31.65
Hourly Rate	\$ 21.10	21.10	\$ 21.10	21.10	\$ 21.10	21.10
Wage and Benefit Fund	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
JIB	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Apprentice Percentage	1.750%	\$ 0.369	1.750%	\$ 0.369	1.750%	\$ 0.369
Apprentice Hourly	1.185%	0.25	1.185%	0.25	1.185%	0.25
P H B P -- Pension Trust	10.220%	\$ 2.156	10.220%	\$ 2.156	10.220%	\$ 2.156
P H B P -- Medical	26.210%	\$ 5.530	26.210%	\$ 5.530	26.210%	\$ 5.530
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.040%	\$ 0.641	3.040%	\$ 0.641	3.040%	\$ 0.641
N .E .B .F .	3.000%	\$ 0.950	3.000%	\$ 0.950	3.000%	\$ 0.950
Annuity	2.708%	\$ 0.571	2.708%	\$ 0.571	2.708%	\$ 0.571
HRA	7.441%	\$ 1.570	7.441%	\$ 1.570	7.441%	\$ 1.570
DSP Percentage	20.650%	\$ 6.536	20.650%	\$ 6.536	20.650%	\$ 6.536
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.000%	\$ 0.211	1.000%	\$ 0.211	1.000%	\$ 0.211
Supplemental Disability	0.500%	\$ 0.158	0.500%	\$ 0.158	0.500%	\$ 0.158
Total Rate For Benefits	78.204%	\$ 19.049	78.204%	\$ 19.049	78.204%	\$ 19.049
Total Cost Per Hour		\$ 50.699		\$ 50.699		\$ 50.699