

Connecticut Zone Rate Inside Wiremen's "A" Journeypersons and "A" Technicians Agreement Wage and Benefit Package

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	\$ 36.00	36.00	\$ 38.00	38.00	\$ 40.00	40.00
	<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%	0.090	0.250%	0.095	0.250%	0.100
JIB	0.250%	\$ 0.090	0.250%	\$ 0.095	0.250%	\$ 0.100
Apprentice Percentage	1.750%	\$ 0.630	1.750%	\$ 0.665	1.750%	\$ 0.700
Apprentice Hourly	0.694%	0.25	0.658%	0.25	0.625%	0.25
P H B P -- Pension Trust	12.220%	\$ 4.399	13.220%	\$ 5.024	14.220%	\$ 5.688
P H B P -- Medical	21.390%	\$ 7.700	22.390%	\$ 8.508	23.390%	\$ 9.356
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.274	3.540%	\$ 1.345	3.540%	\$ 1.416
N . E . B . F .	3.000%	\$ 1.080	3.000%	\$ 1.140	3.000%	\$ 1.200
Annuity	8.333%	\$ 3.000	9.211%	\$ 3.500	8.750%	\$ 3.500
HRA	13.889%	\$ 5.000	13.158%	\$ 5.000	12.500%	\$ 5.000
DSP Percentage	20.650%	\$ 7.434	20.650%	\$ 7.847	20.650%	\$ 8.260
VHUP	0.167%	\$ 0.060	0.158%	\$ 0.060	0.150%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.360	1.000%	\$ 0.380	1.000%	\$ 0.400
Supplemental Disability	0.500%	\$ 0.180	0.500%	\$ 0.190	0.500%	\$ 0.200
Total Rate for Benefits	87.633%	\$ 31.548	89.734%	\$ 34.099	90.575%	\$ 36.230
Total Cost Per Hour		\$ 67.548		\$ 72.099		\$ 76.230

Connecticut Zone Rate Inside Wiremen's "A" Journeypersons and "A" Technicians Agreement OT Wage and Benefit Package

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	\$ 54.00	\$ 54.00	\$ 57.00	\$ 57.00	\$ 60.00	\$ 60.00
Hourly Rate	\$ 36.00	\$ 36.00	\$ 38.00	\$ 38.00	\$ 40.00	\$ 40.00
	<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%	0.090	0.250%	0.095	0.250%	0.100
JIB	0.250%	\$ 0.090	0.250%	\$ 0.095	0.250%	\$ 0.100
Apprentice Percentage	1.750%	\$ 0.630	1.750%	\$ 0.665	1.750%	\$ 0.700
Apprentice Hourly	0.694%	0.25	0.658%	0.25	0.625%	0.25
P H B P -- Pension Trust	12.220%	\$ 4.399	13.220%	\$ 5.024	14.220%	\$ 5.688
P H B P -- Medical	21.390%	\$ 7.700	22.390%	\$ 8.508	23.390%	\$ 9.358
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.274	3.540%	\$ 1.345	3.540%	\$ 1.416
N . E . B . F .	3.000%	\$ 1.620	3.000%	\$ 1.710	3.000%	\$ 1.800
Annuity	8.333%	\$ 3.000	9.211%	\$ 3.500	8.750%	\$ 3.500
HRA	13.889%	\$ 5.000	13.158%	\$ 5.000	12.500%	\$ 5.000
DSP Percentage	20.650%	\$ 11.151	20.650%	\$ 11.771	20.650%	\$ 12.390
VHUP	0.167%	\$ 0.060	0.158%	\$ 0.060	0.150%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.360	1.000%	\$ 0.380	1.000%	\$ 0.400
Supplemental Disability	0.500%	\$ 0.270	0.500%	\$ 0.285	0.500%	\$ 0.300
Total Rate for Benefits	87.633%	\$ 35.895	89.734%	\$ 38.688	90.575%	\$ 41.060
Total Cost Per Hour		\$ 89.895		\$ 95.688		\$ 101.060

Connecticut Zone Rate Inside Wiremen's "A" Journeypersons and "A" Technicians Foreman Agreement Wage and Benefit Package
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	
Hourly Rate	\$ 38.16	38.16	\$ 40.28	40.28	\$ 42.40	42.40
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.250%	0.095	0.250%	0.101	0.250%	0.106
JIB	0.250%	\$ 0.095	0.250%	\$ 0.101	0.250%	\$ 0.106
Apprentice Percentage	1.750%	\$ 0.668	1.750%	\$ 0.705	1.750%	\$ 0.742
Apprentice Hourly	0.655%	0.25	0.621%	0.25	0.590%	0.25
P H B P -- Pension Trust	12.220%	\$ 4.663	13.220%	\$ 5.325	14.220%	\$ 6.029
P H B P -- Medical	21.390%	\$ 8.162	22.390%	\$ 9.019	23.390%	\$ 9.917
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.351	3.540%	\$ 1.426	3.540%	\$ 1.501
N .E .B .F .	3.000%	\$ 1.145	3.000%	\$ 1.208	3.000%	\$ 1.272
Annuity	7.862%	\$ 3.000	8.689%	\$ 3.500	8.255%	\$ 3.500
HRA	13.103%	\$ 5.000	12.413%	\$ 5.000	11.792%	\$ 5.000
DSP Percentage	20.650%	\$ 7.880	20.650%	\$ 8.318	20.650%	\$ 8.756
VHUP	0.157%	\$ 0.060	0.149%	\$ 0.060	0.142%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.382	1.000%	\$ 0.403	1.000%	\$ 0.424
Supplemental Disability	0.500%	\$ 0.191	0.500%	\$ 0.201	0.500%	\$ 0.212
Total Rate for Benefits	86.327%	\$ 32.942	88.422%	\$ 35.616	89.328%	\$ 37.875
Total Cost Per Hour		\$ 71.102		\$ 75.896		\$ 80.275

Connecticut Zone Rate Inside Wiremen's "A" Journeypersons and "A" Technicians Foreman Agreement OT Wage and Benefit Package
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	\$ 57.24	\$ 57.24	\$ 60.42	\$ 60.42	\$ 63.60	\$ 63.60
Hourly Rate	\$ 38.16	\$ 38.16	\$ 40.28	\$ 40.28	\$ 42.40	\$ 42.40
	<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%	0.095	0.250%	0.101	0.250%	0.106
JIB	0.250%	\$ 0.095	0.250%	\$ 0.101	0.250%	\$ 0.106
Apprentice Percentage	1.750%	\$ 0.668	1.750%	\$ 0.705	1.750%	\$ 0.742
Apprentice Hourly	0.655%	0.25	0.621%	0.25	0.590%	0.25
P H B P -- Pension Trust	12.220%	\$ 4.663	13.220%	\$ 5.325	14.220%	\$ 6.029
P H B P -- Medical	21.390%	\$ 8.162	22.390%	\$ 9.019	23.390%	\$ 9.917
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.351	3.540%	\$ 1.426	3.540%	\$ 1.501
N .E .B .F .	3.000%	\$ 1.717	3.000%	\$ 1.813	3.000%	\$ 1.908
Annuity	7.862%	\$ 3.000	8.889%	\$ 3.500	8.255%	\$ 3.500
HRA	13.103%	\$ 5.000	12.413%	\$ 5.000	11.792%	\$ 5.000
DSP Percentage	20.650%	\$ 11.820	20.650%	\$ 12.477	20.650%	\$ 13.133
VHUP	0.157%	\$ 0.060	0.149%	\$ 0.060	0.142%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.382	1.000%	\$ 0.403	1.000%	\$ 0.424
Supplemental Disability	0.500%	\$ 0.286	0.500%	\$ 0.302	0.500%	\$ 0.318
Total Rate for Benefits	86.327%	\$ 37.550	88.422%	\$ 40.480	89.328%	\$ 42.995
Total Cost Per Hour		\$ 94.790		\$ 100.900		\$ 106.595

Connecticut Zone Rate Inside Wiremen's "A" Journeypersons and "A" Technicians General Foreman Agreement Wage and Benefit Package
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	\$ 39.60	39.60	\$ 41.80	41.80	\$ 44.00	44.00
	<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%	0.099	0.250%	0.105	0.250%	0.110
JIB	0.250%	\$ 0.099	0.250%	\$ 0.105	0.250%	\$ 0.110
Apprentice Percentage	1.750%	\$ 0.693	1.750%	\$ 0.732	1.750%	\$ 0.770
Apprentice Hourly	0.631%	0.25	0.598%	0.25	0.568%	0.25
P H B P -- Pension Trust	12.220%	\$ 4.839	13.220%	\$ 5.526	14.220%	\$ 6.257
P H B P -- Medical	21.390%	\$ 8.470	22.390%	\$ 9.359	23.390%	\$ 10.292
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.402	3.540%	\$ 1.480	3.540%	\$ 1.558
N .E .B .F .	3.000%	\$ 1.188	3.000%	\$ 1.254	3.000%	\$ 1.320
Annuity	7.576%	\$ 3.000	8.373%	\$ 3.500	7.955%	\$ 3.500
HRA	12.626%	\$ 5.000	11.962%	\$ 5.000	11.364%	\$ 5.000
DSP Percentage	20.650%	\$ 8.177	20.650%	\$ 8.632	20.650%	\$ 9.086
VHUP	0.152%	\$ 0.060	0.144%	\$ 0.060	0.136%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.396	1.000%	\$ 0.418	1.000%	\$ 0.440
Supplemental Disability	0.500%	\$ 0.198	0.500%	\$ 0.209	0.500%	\$ 0.220
Total Rate for Benefits	85.535%	\$ 33.872	87.627%	\$ 36.628	88.573%	\$ 38.972
Total Cost Per Hour		\$ 73.472		\$ 78.428		\$ 82.972

Connecticut Zone Rate Inside Wiremen's "A" Journeypersons and "A" Technicians General Foreman Agreement OT Wage and Benefit Package
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	\$ 59.40	\$ 59.40	\$ 62.70	\$ 62.70	\$ 66.00	\$ 66.00
Hourly Rate	\$ 39.60	\$ 39.60	\$ 41.80	\$ 41.80	\$ 44.00	\$ 44.00
	<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%	0.099	0.250%	0.105	0.250%	0.110
JIB	0.250%	\$ 0.099	0.250%	\$ 0.105	0.250%	\$ 0.110
Apprentice Percentage	1.750%	\$ 0.693	1.750%	\$ 0.732	1.750%	\$ 0.770
Apprentice Hourly	0.631%	0.25	0.598%	0.25	0.568%	0.25
P H B P -- Pension Trust	12.220%	\$ 4.839	13.220%	\$ 5.526	14.220%	\$ 6.257
P H B P -- Medical	21.390%	\$ 8.470	22.390%	\$ 9.359	23.390%	\$ 10.292
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Dental Plan	3.540%	\$ 1.402	3.540%	\$ 1.480	3.540%	\$ 1.558
N .E .B .F .	3.000%	\$ 1.782	3.000%	\$ 1.881	3.000%	\$ 1.980
Annuity	7.576%	\$ 3.000	8.373%	\$ 3.500	7.955%	\$ 3.500
HRA	12.626%	\$ 5.000	11.962%	\$ 5.000	11.364%	\$ 5.000
DSP Percentage	20.650%	\$ 12.266	20.650%	\$ 12.948	20.650%	\$ 13.629
VHUP	0.152%	\$ 0.060	0.144%	\$ 0.060	0.136%	\$ 0.060
Educational & Cultural	1.000%	\$ 0.396	1.000%	\$ 0.418	1.000%	\$ 0.440
Supplemental Disability	0.500%	\$ 0.297	0.500%	\$ 0.314	0.500%	\$ 0.330
Total Rate for Benefits	85.535%	\$ 38.654	87.627%	\$ 41.675	88.573%	\$ 44.285
Total Cost Per Hour		\$ 98.054		\$ 104.375		\$ 110.285