

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 4/23/2020 (at 4:01 p.m.) 1 Year Extension

Full Benefit Package	4/23/2020	4/23/2020
Hourly Rate	\$ 52.75	52.75
	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-
JIB	0.250%	\$ 0.132
Apprentice Percentage	1.750%	\$ 0.923
Apprentice Hourly	0.474%	0.25
P H B P – Pension Trust	14.220%	\$ 7.501
P H B P – Medical	24.230%	\$ 12.781
P H B P – Medical	9.953%	\$ 5.250
Dental Plan	3.140%	\$ 1.656
N . E . B . F .	3.000%	\$ 1.583
Annuity	6.635%	\$ 3.500
HRA	9.479%	\$ 5.000
DSP Percentage	23.650%	\$ 12.475
VHUP	0.114%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.538
Supplemental Disability	0.500%	\$ 0.264
<b>Total Rate for Benefits</b>	<b>98.414%</b>	<b>\$ 51.913</b>
<b>Total Cost Per Hour</b>		<b>\$ 104.663</b>

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Full Benefit Package	4/23/2020	4/23/2020
OT Rate	\$ 79.13	\$ 79.13
Hourly Rate	\$ 52.75	\$ 52.75
	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-
JIB	0.250%	\$ 0.132
Apprentice Percentage	1.750%	\$ 0.923
Apprentice Hourly	0.474%	0.25
P H B P -- Pension Trust	14.220%	\$ 7.501
P H B P -- Medical	24.230%	\$ 12.781
P H B P -- Medical	9.953%	\$ 5.250
Dental Plan	3.140%	\$ 1.656
N . E . B . F .	3.000%	\$ 2.374
Annuity	6.635%	\$ 3.500
HRA	9.479%	\$ 5.000
DSP Percentage	23.650%	\$ 18.713
VHUP	0.114%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.538
Supplemental Disability	0.500%	\$ 0.396
Total Rate for Benefits	98.414%	\$ 59.074
Total Cost Per Hour		\$ 138.199

Inside Wiremen's "A" Foreman and "A" Senior Technicians Agreement Wage and Benefit Package  
 Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/23/2020 (at 4:01 p.m.) 1 Year Extension

Full Benefit Package	4/23/2020	4/23/2020
Hourly Rate	\$ 55.92	55.92
	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-
JIB	0.250%	\$ 0.140
Apprentice Percentage	1.750%	\$ 0.979
Apprentice Hourly	0.447%	0.25
P H B P – Pension Trust	14.220%	\$ 7.952
P H B P – Medical	24.230%	\$ 13.549
P H B P – Medical	9.388%	\$ 5.250
Dental Plan	3.140%	\$ 1.756
N . E . B . F .	3.000%	\$ 1.678
Annuity	6.259%	\$ 3.500
HRA	8.941%	\$ 5.000
DSP Percentage	23.650%	\$ 13.225
VHUP	0.107%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.570
Supplemental Disability	0.500%	\$ 0.280
<b>Total Rate for Benefits</b>	<b>96.903%</b>	<b>\$ 54.188</b>
<b>Total Cost Per Hour</b>		<b>\$ 110.108</b>

**Inside Wiremen's "A" Foreman and "A" Senior Technicians Agreement OT Wage and Benefit Package  
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Full Benefit Package	4/23/2020	4/23/2020
OT Rate	\$ 83.88	\$ 83.88
Hourly Rate	\$ 55.92	\$ 55.92
	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-
JIB	0.250%	\$ 0.140
Apprentice Percentage	1.750%	\$ 0.979
Apprentice Hourly	0.447%	0.25
P H B P -- Pension Trust	14.220%	\$ 7.952
P H B P -- Medical	24.230%	\$ 13.549
P H B P -- Medical	9.388%	\$ 5.250
Dental Plan	3.140%	\$ 1.756
N . E . B . F .	3.000%	\$ 2.516
Annuity	6.259%	\$ 3.500
HRA	8.941%	\$ 5.000
DSP Percentage	23.650%	\$ 19.838
VHUP	0.107%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.570
Supplemental Disability	0.500%	\$ 0.419
Total Rate for Benefits	96.903%	\$ 61.779
Total Cost Per Hour		\$ 145.659

Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement Wage and Benefit Package  
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Full Benefit Package	4/23/2020	4/23/2020
Hourly Rate	\$ 58.03	58.03
	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-
JIB	0.250%	\$ 0.145
Apprentice Percentage	1.750%	\$ 1.016
Apprentice Hourly	0.431%	0.25
P H B P -- Pension Trust	14.220%	\$ 8.252
P H B P -- Medical	24.230%	\$ 14.061
P H B P -- Medical	9.047%	\$ 5.250
Dental Plan	3.140%	\$ 1.822
N .E .B .F .	3.000%	\$ 1.741
Annuity	6.031%	\$ 3.500
HRA	8.616%	\$ 5.000
DSP Percentage	23.650%	\$ 13.724
VHUP	0.103%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.592
Supplemental Disability	0.500%	\$ 0.290
<b>Total Rate for Benefits</b>	<b>95.989%</b>	<b>\$ 55.702</b>
<b>Total Cost Per Hour</b>		<b>\$ 113.732</b>

**Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement OT Wage and Benefit Package  
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Full Benefit Package	4/23/2020	4/23/2020
OT Rate	\$ 87.05	\$ 87.05
Hourly Rate	\$ 58.03	\$ 58.03
	<u>New%Contr</u>	<u>Dollar Equiv</u>
Wage and Benefit Fund	0.000%	-
JIB	0.250%	\$ 0.145
Apprentice Percentage	1.750%	\$ 1.016
Apprentice Hourly	0.431%	0.25
P H B P -- Pension Trust	14.220%	\$ 8.252
P H B P -- Medical	24.230%	\$ 14.061
P H B P -- Medical	9.047%	\$ 5.250
Dental Plan	3.140%	\$ 1.822
N.E.B.F.	3.000%	\$ 2.611
Annuity	6.031%	\$ 3.500
HRA	8.616%	\$ 5.000
DSP Percentage	23.650%	\$ 20.586
VHUP	0.103%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.592
Supplemental Disability	0.500%	\$ 0.435
<b>Total Rate for Benefits</b>	<b>95.989%</b>	<b>\$ 63.580</b>
<b>Total Cost Per Hour</b>		<b>\$ 150.625</b>