

1st and 2nd year M Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 23.00	23.00	\$ 24.00	24.00	\$ 25.00	25.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P – Pension Trust	5.375%	\$ 1.236	0.000%	\$ -	0.000%	\$ -
P H B P – Medical	14.543%	\$ 3.345	0.000%	\$ -	0.000%	\$ -
P H B P – Medical	0.000%	\$ -	22.000%	\$ 5.280	21.120%	\$ 5.280
Dental Plan	2.040%	\$ 0.469	2.250%	\$ 0.540	2.180%	\$ 0.540
N . E . B . F .	3.000%	\$ 0.690	3.000%	\$ 0.720	3.000%	\$ 0.750
Annuity	4.348%	\$ 1.000	4.167%	\$ 1.000	4.000%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 1.760	7.650%	\$ 1.836	7.650%	\$ 1.913
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 0.892	5.208%	\$ 1.250	5.000%	\$ 1.250
DSP Hourly	10.870%	\$ 2.500	10.417%	\$ 2.500	10.000%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.120	0.542%	\$ 0.130	0.520%	\$ 0.130
Supplemental Disability	0.500%	\$ 0.115	0.542%	\$ 0.130	0.520%	\$ 0.130
Total Rate for Benefits	52.725%	\$ 12.127	55.775%	\$ 13.386	53.970%	\$ 13.493
Total Cost Per Hour		\$ 35.127		\$ 37.386		\$ 38.493

1st and 2nd year M Journeypersons OT for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 34.50	\$ 34.50	\$ 36.00	\$ 36.00	\$ 37.50	\$ 37.50
Hourly Rate	\$ 23.00	\$ 23.00	\$ 24.00	\$ 24.00	\$ 25.00	\$ 25.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.236	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.543%	\$ 3.345	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	22.000%	\$ 5.280	21.120%	\$ 5.280
Dental Plan	2.040%	\$ 0.469	2.250%	\$ 0.540	2.160%	\$ 0.540
N.E.B.F.	3.000%	\$ 1.035	3.000%	\$ 1.080	3.000%	\$ 1.125
Annuity	4.348%	\$ 1.000	4.167%	\$ 1.000	4.000%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.839	7.650%	\$ 2.754	7.650%	\$ 2.889
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.339	5.208%	\$ 1.250	5.000%	\$ 1.250
DSP Hourly	10.870%	\$ 2.500	10.417%	\$ 2.500	10.000%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.120	0.542%	\$ 0.130	0.520%	\$ 0.130
Supplemental Disability	0.500%	\$ 0.173	0.542%	\$ 0.130	0.520%	\$ 0.130
Total Rate for Benefits	52.725%	\$ 13.855	55.775%	\$ 14.664	53.970%	\$ 14.824
Total Cost Per Hour		\$ 48.355		\$ 50.664		\$ 52.324

3rd and 4th year M Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 26.50	26.50	\$ 27.50	27.50	\$ 28.50	28.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.543%	\$ 3.854	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	19.200%	\$ 5.280	18.526%	\$ 5.280
Dental Plan	2.040%	\$ 0.541	1.964%	\$ 0.540	1.895%	\$ 0.540
N . E . B . F .	3.000%	\$ 0.795	3.000%	\$ 0.825	3.000%	\$ 0.855
Annuity	3.774%	\$ 1.000	3.636%	\$ 1.000	3.509%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.027	7.650%	\$ 2.104	7.650%	\$ 2.180
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.028	4.545%	\$ 1.250	4.386%	\$ 1.250
DSP Hourly	9.434%	\$ 2.500	9.091%	\$ 2.500	8.772%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.138	0.473%	\$ 0.130	0.456%	\$ 0.130
Supplemental Disability	0.500%	\$ 0.133	0.473%	\$ 0.130	0.456%	\$ 0.130
Total Rate for Benefits	50.716%	\$ 13.440	50.032%	\$ 13.759	48.650%	\$ 13.865
Total Cost Per Hour		\$ 39.940		\$ 41.259		\$ 42.365

3rd and 4th year M Journeypersons OT for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 39.75	\$ 39.75	\$ 41.25	\$ 41.25	\$ 42.75	\$ 42.75
Hourly Rate	\$ 26.50	\$ 26.50	\$ 27.50	\$ 27.50	\$ 28.50	\$ 28.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.543%	\$ 3.854	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	19.200%	\$ 5.280	16.526%	\$ 5.280
Dental Plan	2.040%	\$ 0.541	1.964%	\$ 0.540	1.895%	\$ 0.540
N . E . B . F .	3.000%	\$ 1.193	3.000%	\$ 1.238	3.000%	\$ 1.283
Annuity	3.774%	\$ 1.000	3.638%	\$ 1.000	3.509%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.041	7.650%	\$ 3.156	7.650%	\$ 3.270
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.542	4.545%	\$ 1.250	4.386%	\$ 1.250
DSP Hourly	9.434%	\$ 2.500	9.091%	\$ 2.500	8.772%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.138	0.473%	\$ 0.130	0.456%	\$ 0.130
Supplemental Disability	0.500%	\$ 0.199	0.473%	\$ 0.130	0.456%	\$ 0.130
Total Rate for Benefits	50.716%	\$ 15.431	50.032%	\$ 15.223	48.650%	\$ 15.383
Total Cost Per Hour		\$ 55.181		\$ 56.473		\$ 58.133

1-12 month MIJ Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 23.00	23.00	\$ 24.00	24.00	\$ 25.00	25.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.236	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.543%	\$ 3.345	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	22.000%	\$ 5.280	21.120%	\$ 5.280
Dental Plan	2.040%	\$ 0.469	2.250%	\$ 0.540	2.160%	\$ 0.540
N . E . B . F .	3.000%	\$ 0.690	3.000%	\$ 0.720	3.000%	\$ 0.750
Annuity	4.348%	\$ 1.000	4.167%	\$ 1.000	4.000%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 1.760	7.650%	\$ 1.836	7.650%	\$ 1.913
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 0.892	5.208%	\$ 1.250	5.000%	\$ 1.250
DSP Hourly	10.870%	\$ 2.500	10.417%	\$ 2.500	10.000%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.120	0.542%	\$ 0.130	0.520%	\$ 0.130
Supplemental Disability	0.500%	\$ 0.115	0.542%	\$ 0.130	0.520%	\$ 0.130
Total Rate for Benefits	52.725%	\$ 12.127	55.775%	\$ 13.386	53.970%	\$ 13.493
Total Cost Per Hour		\$ 35.127		\$ 37.386		\$ 38.493

1-12 month MIJ Journeypersons OT for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 34.50	\$ 34.50	\$ 36.00	\$ 36.00	\$ 37.50	\$ 37.50
Hourly Rate	\$ 23.00	\$ 23.00	\$ 24.00	\$ 24.00	\$ 25.00	\$ 25.00
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.236	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.543%	\$ 3.345	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	22.000%	\$ 5.280	21.120%	\$ 5.280
Dental Plan	2.040%	\$ 0.469	2.250%	\$ 0.540	2.160%	\$ 0.540
N . E . B . F .	3.000%	\$ 1.035	3.000%	\$ 1.080	3.000%	\$ 1.125
Annuity	4.348%	\$ 1.000	4.167%	\$ 1.000	4.000%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.639	7.650%	\$ 2.754	7.650%	\$ 2.869
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.339	5.208%	\$ 1.250	5.000%	\$ 1.250
DSP Hourly	10.870%	\$ 2.500	10.417%	\$ 2.500	10.000%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.120	0.542%	\$ 0.130	0.520%	\$ 0.130
Supplemental Disability	0.500%	\$ 0.173	0.542%	\$ 0.130	0.520%	\$ 0.130
Total Rate for Benefits	52.725%	\$ 13.855	55.775%	\$ 14.664	53.970%	\$ 14.824
Total Cost Per Hour		\$ 48.355		\$ 50.664		\$ 52.324

13-18 month MIJ Journeypersons for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 26.50	26.50	\$ 27.50	27.50	\$ 28.50	28.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.543%	\$ 3.854	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	19.200%	\$ 5.280	18.526%	\$ 5.280
Dental Plan	2.040%	\$ 0.541	1.964%	\$ 0.540	1.895%	\$ 0.540
N .E .B .F .	3.000%	\$ 0.795	3.000%	\$ 0.825	3.000%	\$ 0.855
Annuity	3.774%	\$ 1.000	3.636%	\$ 1.000	3.509%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.027	7.650%	\$ 2.104	7.650%	\$ 2.180
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.028	4.545%	\$ 1.250	4.386%	\$ 1.250
DSP Hourly	9.434%	\$ 2.500	9.091%	\$ 2.500	8.772%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.138	0.473%	\$ 0.130	0.456%	\$ 0.130
Supplemental Disability	0.500%	\$ 0.133	0.473%	\$ 0.130	0.456%	\$ 0.130
Total Rate for Benefits	50.716%	\$ 13.440	50.032%	\$ 13.759	48.650%	\$ 13.865
Total Cost Per Hour		\$ 39.940		\$ 41.259		\$ 42.365

13-18 month MIJ Journeypersons OT for those accepted in the program after 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
OT Rate	\$ 39.75	\$ 39.75	\$ 41.25	\$ 41.25	\$ 42.75	\$ 42.75
Hourly Rate	\$ 26.50	\$ 26.50	\$ 27.50	\$ 27.50	\$ 28.50	\$ 28.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.543%	\$ 3.854	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	19.200%	\$ 5.280	18.526%	\$ 5.280
Dental Plan	2.040%	\$ 0.541	1.964%	\$ 0.540	1.895%	\$ 0.540
N .E .B .F .	3.000%	\$ 1.193	3.000%	\$ 1.238	3.000%	\$ 1.283
Annuity	3.774%	\$ 1.000	3.636%	\$ 1.000	3.509%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.041	7.650%	\$ 3.156	7.650%	\$ 3.270
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.542	4.545%	\$ 1.250	4.386%	\$ 1.250
DSP Hourly	9.434%	\$ 2.500	9.091%	\$ 2.500	8.772%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.138	0.473%	\$ 0.130	0.456%	\$ 0.130
Supplemental Disability	0.500%	\$ 0.199	0.473%	\$ 0.130	0.456%	\$ 0.130
Total Rate for Benefits	50.716%	\$ 15.431	50.032%	\$ 15.223	48.650%	\$ 15.383
Total Cost Per Hour		\$ 55.181		\$ 56.473		\$ 58.133

M Journeypersons for those accepted in the program Prior to 4/23/14

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 4/21/2021 (at 4:01 p.m.) to 4/19/2023 (at 4:00 p.m.)

Full Benefit Package	4/23/2020	4/23/2020	4/22/2021	4/22/2021	4/21/2022	4/21/2022
Hourly Rate	\$ 26.50	26.50	\$ 27.50	27.50	\$ 28.50	28.50
	<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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	5.375%	\$ 1.424	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.543%	\$ 3.854	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	19.200%	\$ 5.280	18.526%	\$ 5.280
Dental Plan	2.040%	\$ 0.541	1.964%	\$ 0.540	1.895%	\$ 0.540
N . E . B . F .	3.000%	\$ 0.795	3.000%	\$ 0.825	3.000%	\$ 0.855
Annuity	3.774%	\$ 1.000	3.638%	\$ 1.000	3.609%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.027	7.650%	\$ 2.104	7.650%	\$ 2.180
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.880%	\$ 1.028	4.545%	\$ 1.250	4.386%	\$ 1.250
DSP Hourly	9.434%	\$ 2.500	9.091%	\$ 2.500	8.772%	\$ 2.500
Educational & Cultural	0.520%	\$ 0.138	0.473%	\$ 0.130	0.456%	\$ 0.130
Supplemental Disability	0.500%	\$ 0.133	0.473%	\$ 0.130	0.456%	\$ 0.130
Total Rate for Benefits	50.716%	\$ 13.440	50.032%	\$ 13.759	48.650%	\$ 13.865
Total Cost Per Hour		\$ 39.940		\$ 41.259		\$ 42.365