

Prevailing Rate Package for 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 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m)

Prevailing Wage Chart	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 55.75	55.75	\$ 56.75	56.75	\$ 58.75	58.75
	<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	0.550%	\$ 0.307	0.550%	\$ 0.312	0.550%	\$ 0.323
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.085	0.150%	\$ 0.088
Apprentice Percentage	1.750%	\$ 0.976	1.750%	\$ 0.993	1.750%	\$ 1.028
Apprentice Hourly	0.448%	0.25	0.441%	0.25	0.426%	0.25
P H B P -- Pension Trust	13.390%	\$ 7.465	13.390%	\$ 7.599	13.390%	\$ 7.867
P H B P -- Medical	26.060%	\$ 14.528	26.060%	\$ 14.789	26.060%	\$ 15.310
P H B P -- Medical	9.417%	\$ 5.250	10.573%	\$ 6.000	10.213%	\$ 6.000
Dental Plan	2.140%	\$ 1.193	3.140%	\$ 1.782	3.140%	\$ 1.845
N . E . B . F .	3.000%	\$ 1.673	3.000%	\$ 1.703	3.000%	\$ 1.763
Annuity	8.072%	\$ 4.500	7.930%	\$ 4.500	7.660%	\$ 4.500
HRA	10.762%	\$ 6.000	12.335%	\$ 7.000	11.915%	\$ 7.000
DSP Percentage	23.650%	\$ 13.185	23.650%	\$ 13.421	23.650%	\$ 13.894
VHUP	0.108%	\$ 0.060	0.106%	\$ 0.060	0.102%	\$ 0.060
Educational & Cultural	1.270%	\$ 0.708	1.270%	\$ 0.721	1.670%	\$ 0.981
Supplemental Disability	0.300%	\$ 0.167	0.300%	\$ 0.170	0.300%	\$ 0.176
Total Rate for Benefits	100.917%	\$ 56.261	104.643%	\$ 59.385	103.975%	\$ 61.085
Total Cost Per Hour		\$ 112.011		\$ 116.135		\$ 119.835

Prevailing Rate Package for Inside Wiremen's "A" Journeymen and "A" Technicians Agreement OT Wage and Benefit Package
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at

<u>Prevailing Wage Chart</u>	<u>4/20/2023</u>	<u>4/20/2023</u>	<u>4/18/2024</u>	<u>4/18/2024</u>	<u>4/17/2025</u>	<u>4/17/2025</u>
OT Rate	\$ 83.63	\$ 83.63	\$ 85.13	\$ 85.13	\$ 88.13	\$ 88.13
Hourly Rate	\$ 55.75	\$ 55.75	\$ 56.75	\$ 56.75	\$ 58.75	\$ 58.75
	<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	0.550%	\$ 0.307	0.550%	\$ 0.312	0.550%	\$ 0.323
Legal Services Plan	0.000%	-	0.150%	\$ 0.085	0.150%	\$ 0.088
Apprentice Percentage	1.750%	\$ 0.976	1.750%	\$ 0.993	1.750%	\$ 1.028
Apprentice Hourly	0.448%	0.25	0.441%	0.25	0.426%	0.25
P H B P -- Pension Trust	13.390%	\$ 7.465	13.390%	\$ 7.599	13.390%	\$ 7.867
P H B P -- Medical	26.060%	\$ 14.528	26.060%	\$ 14.789	26.060%	\$ 15.310
P H B P -- Medical	9.417%	\$ 5.250	10.573%	\$ 6.000	10.213%	\$ 6.000
Dental Plan	2.140%	\$ 1.193	3.140%	\$ 1.782	3.140%	\$ 1.845
N .E .B .F .	3.000%	\$ 2.509	3.000%	\$ 2.554	3.000%	\$ 2.644
Annuity	8.072%	\$ 4.500	7.930%	\$ 4.500	7.660%	\$ 4.500
HRA	10.762%	\$ 6.000	12.335%	\$ 7.000	11.915%	\$ 7.000
DSP Percentage	23.650%	\$ 19.777	23.650%	\$ 20.132	23.650%	\$ 20.842
VHUP	0.108%	\$ 0.060	0.106%	\$ 0.060	0.102%	\$ 0.060
Educational & Cultural	1.270%	\$ 0.708	1.270%	\$ 0.721	1.670%	\$ 0.981
Supplemental Disability	0.300%	\$ 0.251	0.300%	\$ 0.255	0.300%	\$ 0.264
Total Rate for Benefits	100.917%	\$ 63.774	104.643%	\$ 67.032	103.975%	\$ 69.002
Total Cost Per Hour		\$ 147.399		\$ 152.157		\$ 157.127

Prevailing Rate Package for 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 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Prevailing Wage Chart	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 60.21	60.21	\$ 61.29	61.29	\$ 63.45	63.45
	<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	0.550%	\$ 0.331	0.550%	\$ 0.337	0.550%	\$ 0.349
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.095
Apprentice Percentage	1.750%	\$ 1.054	1.750%	\$ 1.073	1.750%	\$ 1.110
Apprentice Hourly	0.415%	0.25	0.408%	0.25	0.394%	0.25
P H B P -- Pension Trust	13.390%	\$ 8.062	13.390%	\$ 8.207	13.390%	\$ 8.496
P H B P -- Medical	26.060%	\$ 15.691	26.060%	\$ 15.972	26.060%	\$ 16.535
P H B P -- Medical	8.719%	\$ 5.250	9.790%	\$ 6.000	9.456%	\$ 6.000
Dental Plan	2.140%	\$ 1.288	3.140%	\$ 1.925	3.140%	\$ 1.992
N . E . B . F .	3.000%	\$ 1.806	3.000%	\$ 1.839	3.000%	\$ 1.904
Annuity	7.474%	\$ 4.500	7.342%	\$ 4.500	7.092%	\$ 4.500
HRA	9.965%	\$ 6.000	11.421%	\$ 7.000	11.032%	\$ 7.000
DSP Percentage	23.650%	\$ 14.240	23.650%	\$ 14.495	23.650%	\$ 15.006
VHUP	0.100%	\$ 0.060	0.098%	\$ 0.060	0.095%	\$ 0.060
Educational & Cultural	1.270%	\$ 0.765	1.270%	\$ 0.778	1.670%	\$ 1.060
Supplemental Disability	0.300%	\$ 0.181	0.300%	\$ 0.184	0.300%	\$ 0.190
Total Rate for Benefits	98.783%	\$ 59.477	102.319%	\$ 62.711	101.729%	\$ 64.547
Total Cost Per Hour		\$ 119.687		\$ 124.001		\$ 127.997

Prevailing Rate Package for Inside Wiremen's "A" Foreman and "A" Senior Technicians Agreement OT Wage and Benefit Package
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00

<u>Prevailing Wage Chart</u>	<u>4/20/2023</u>	<u>4/20/2023</u>	<u>4/18/2024</u>	<u>4/18/2024</u>	<u>4/17/2025</u>	<u>4/17/2025</u>
OT Rate	\$ 90.32	\$ 90.32	\$ 91.94	\$ 91.94	\$ 95.18	\$ 95.18
Hourly Rate	\$ 60.21	\$ 60.21	\$ 61.29	\$ 61.29	\$ 63.45	\$ 63.45
	<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	0.550%	\$ 0.331	0.550%	\$ 0.337	0.550%	\$ 0.349
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.095
Apprentice Percentage	1.750%	\$ 1.054	1.750%	\$ 1.073	1.750%	\$ 1.110
Apprentice Hourly	0.415%	0.25	0.408%	0.25	0.394%	0.25
P H B P -- Pension Trust	13.390%	\$ 8.062	13.390%	\$ 8.207	13.390%	\$ 8.496
P H B P -- Medical	26.060%	\$ 15.691	26.060%	\$ 15.972	26.060%	\$ 16.535
P H B P -- Medical	8.719%	\$ 5.250	9.790%	\$ 6.000	9.456%	\$ 6.000
Dental Plan	2.140%	\$ 1.288	3.140%	\$ 1.925	3.140%	\$ 1.992
N .E .B .F .	3.000%	\$ 2.709	3.000%	\$ 2.758	3.000%	\$ 2.855
Annuity	7.474%	\$ 4.500	7.342%	\$ 4.500	7.092%	\$ 4.500
HRA	9.965%	\$ 6.000	11.421%	\$ 7.000	11.032%	\$ 7.000
DSP Percentage	23.650%	\$ 21.359	23.650%	\$ 21.743	23.650%	\$ 22.509
VHUP	0.100%	\$ 0.060	0.098%	\$ 0.060	0.095%	\$ 0.060
Educational & Cultural	1.270%	\$ 0.765	1.270%	\$ 0.778	1.670%	\$ 1.060
Supplemental Disability	0.300%	\$ 0.271	0.300%	\$ 0.276	0.300%	\$ 0.286
Total Rate for Benefits	98.783%	\$ 67.591	102.319%	\$ 70.970	101.729%	\$ 73.097
Total Cost Per Hour		\$ 157.906		\$ 162.905		\$ 168.272

Prevailing Rate Package for Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement Wage and Benefit Package
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

<u>Prevailing Wage Chart</u>	<u>4/20/2023</u>	<u>4/20/2023</u>	<u>4/18/2024</u>	<u>4/18/2024</u>	<u>4/17/2025</u>	<u>4/17/2025</u>
Hourly Rate	\$ 62.44	62.44	\$ 63.56	63.56	\$ 65.80	65.80
	<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	0.550%	\$ 0.343	0.550%	\$ 0.350	0.550%	\$ 0.362
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.095	0.150%	\$ 0.099
Apprentice Percentage	1.750%	\$ 1.093	1.750%	\$ 1.112	1.750%	\$ 1.152
Apprentice Hourly	0.400%	0.25	0.393%	0.25	0.380%	0.25
P H B P -- Pension Trust	13.390%	\$ 8.361	13.390%	\$ 8.511	13.390%	\$ 8.811
P H B P -- Medical	26.060%	\$ 16.272	26.060%	\$ 16.564	26.060%	\$ 17.147
P H B P -- Medical	8.408%	\$ 5.250	9.440%	\$ 6.000	9.119%	\$ 6.000
Dental Plan	2.140%	\$ 1.336	3.140%	\$ 1.996	3.140%	\$ 2.066
N . E . B . F .	3.000%	\$ 1.873	3.000%	\$ 1.907	3.000%	\$ 1.974
Annuity	7.207%	\$ 4.500	7.080%	\$ 4.500	6.839%	\$ 4.500
HRA	9.609%	\$ 6.000	11.013%	\$ 7.000	10.638%	\$ 7.000
DSP Percentage	23.650%	\$ 14.767	23.650%	\$ 15.032	23.650%	\$ 15.562
VHUP	0.096%	\$ 0.060	0.094%	\$ 0.060	0.091%	\$ 0.060
Educational & Cultural	1.270%	\$ 0.793	1.270%	\$ 0.807	1.670%	\$ 1.099
Supplemental Disability	0.300%	\$ 0.187	0.300%	\$ 0.191	0.300%	\$ 0.197
Total Rate for Benefits	97.831%	\$ 61.085	101.281%	\$ 64.374	100.727%	\$ 66.278
Total Cost Per Hour		\$ 123.525		\$ 127.934		\$ 132.078

Prevailing Rate Package for Inside Wiremen's "A" General Foreman and "A" Master Technicians Agreement OT Wage and Benefit Package
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

<u>Prevailing Wage Chart</u>	<u>4/20/2023</u>	<u>4/20/2023</u>	<u>4/18/2024</u>	<u>4/18/2024</u>	<u>4/17/2025</u>	<u>4/17/2025</u>
OT Rate	\$ 93.66	\$ 93.66	\$ 95.34	\$ 95.34	\$ 98.70	\$ 98.70
Hourly Rate	\$ 62.44	\$ 62.44	\$ 63.56	\$ 63.56	\$ 65.80	\$ 65.80
	<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	0.550%	\$ 0.343	0.550%	\$ 0.350	0.550%	\$ 0.362
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.095	0.150%	\$ 0.099
Apprentice Percentage	1.750%	\$ 1.093	1.750%	\$ 1.112	1.750%	\$ 1.152
Apprentice Hourly	0.400%	0.25	0.393%	0.25	0.380%	0.25
P H B P -- Pension Trust	13.390%	\$ 8.361	13.390%	\$ 8.511	13.390%	\$ 8.811
P H B P -- Medical	26.060%	\$ 16.272	26.060%	\$ 16.564	26.060%	\$ 17.147
P H B P -- Medical	8.408%	\$ 5.250	9.440%	\$ 6.000	9.119%	\$ 6.000
Dental Plan	2.140%	\$ 1.336	3.140%	\$ 1.996	3.140%	\$ 2.066
N .E .B .F .	3.000%	\$ 2.810	3.000%	\$ 2.860	3.000%	\$ 2.961
Annuity	7.207%	\$ 4.500	7.080%	\$ 4.500	6.839%	\$ 4.500
HRA	9.609%	\$ 6.000	11.013%	\$ 7.000	10.638%	\$ 7.000
DSP Percentage	23.650%	\$ 22.151	23.650%	\$ 22.548	23.650%	\$ 23.343
VHUP	0.096%	\$ 0.060	0.094%	\$ 0.060	0.091%	\$ 0.060
Educational & Cultural	1.270%	\$ 0.793	1.270%	\$ 0.807	1.670%	\$ 1.099
Supplemental Disability	0.300%	\$ 0.281	0.300%	\$ 0.286	0.300%	\$ 0.296
Total Rate for Benefits	97.831%	\$ 69.499	101.281%	\$ 72.939	100.727%	\$ 75.145
Total Cost Per Hour		\$ 163.159		\$ 168.279		\$ 173.845