

Prevailing Rate Package for 1st and 2nd term 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 4/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Prevailing Rate Chart	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 30.00	30.00	\$ 30.00	30.00	\$ 30.00	30.00
	<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%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.045	0.150%	\$ 0.045
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	18.600%	\$ 5.580	21.100%	\$ 6.330	21.100%	\$ 6.330
Dental Plan	1.800%	\$ 0.540	2.800%	\$ 0.840	2.800%	\$ 0.840
N .E .B .F .	3.000%	\$ 0.900	3.000%	\$ 0.900	3.000%	\$ 0.900
Annuity	3.333%	\$ 1.000	3.333%	\$ 1.000	3.333%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.295	7.650%	\$ 2.295	7.650%	\$ 2.295
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.167%	\$ 1.250	6.667%	\$ 2.000	6.667%	\$ 2.000
DSP Hourly	8.333%	\$ 2.500	8.333%	\$ 2.500	8.333%	\$ 2.500
Educational & Cultural	0.433%	\$ 0.130	0.433%	\$ 0.130	0.833%	\$ 0.250
Supplemental Disability	0.433%	\$ 0.130	0.433%	\$ 0.130	0.433%	\$ 0.130
Total Rate for Benefits	47.750%	\$ 14.325	53.900%	\$ 16.170	54.300%	\$ 16.290
Total Cost Per Hour		\$ 44.325		\$ 46.170		\$ 46.290

Prevailing Rate Package for 1st and 2nd term 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 4/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)

Prevailing Rate Chart	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00
Hourly Rate	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
	<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%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.045	0.150%	\$ 0.045
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	18.600%	\$ 5.580	21.100%	\$ 6.330	21.100%	\$ 6.330
Dental Plan	1.800%	\$ 0.540	2.800%	\$ 0.840	2.800%	\$ 0.840
N .E .B .F .	3.000%	\$ 1.350	3.000%	\$ 1.350	3.000%	\$ 1.350
Annuity	3.333%	\$ 1.000	3.333%	\$ 1.000	3.333%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.443	7.650%	\$ 3.443	7.650%	\$ 3.443
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.167%	\$ 1.250	6.667%	\$ 2.000	6.667%	\$ 2.000
DSP Hourly	8.333%	\$ 2.500	8.333%	\$ 2.500	8.333%	\$ 2.500
Educational & Cultural	0.433%	\$ 0.130	0.433%	\$ 0.130	0.833%	\$ 0.250
Supplemental Disability	0.433%	\$ 0.130	0.433%	\$ 0.130	0.433%	\$ 0.130
Total Rate for Benefits	47.750%	\$ 15.923	53.900%	\$ 17.768	54.300%	\$ 17.888
Total Cost Per Hour		\$ 60.923		\$ 62.768		\$ 62.888

**Prevailing Rate Package for 3rd and 4th term 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 4/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Prevailing Rate Chart</b>	<b>4/20/2023</b>		<b>4/18/2024</b>		<b>4/17/2025</b>	
<b>Hourly Rate</b>	\$ 32.50	32.50	\$ 32.50	32.50	\$ 32.50	32.50
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.049	0.150%	\$ 0.049
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	17.246%	\$ 5.605	19.554%	\$ 6.355	19.554%	\$ 6.355
<b>Dental Plan</b>	1.662%	\$ 0.540	2.662%	\$ 0.865	2.662%	\$ 0.865
<b>N .E .B .F .</b>	3.000%	\$ 0.975	3.000%	\$ 0.975	3.000%	\$ 0.975
<b>Annuity</b>	3.077%	\$ 1.000	3.077%	\$ 1.000	3.077%	\$ 1.000
<b>DSP (401(k) Plan)</b>	7.650%	\$ 2.486	7.650%	\$ 2.486	7.650%	\$ 2.486
<b>Vacation/Holiday</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>HRA</b>	3.846%	\$ 1.250	6.154%	\$ 2.000	6.154%	\$ 2.000
<b>DSP Hourly</b>	7.692%	\$ 2.500	7.692%	\$ 2.500	7.692%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.400%	\$ 0.130	0.400%	\$ 0.130	0.800%	\$ 0.260
<b>Supplemental Disability</b>	0.400%	\$ 0.130	0.400%	\$ 0.130	0.400%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>44.973%</b>	<b>\$ 14.616</b>	<b>50.738%</b>	<b>\$ 16.490</b>	<b>51.138%</b>	<b>\$ 16.620</b>
<b>Total Cost Per Hour</b>		<b>\$ 47.116</b>		<b>\$ 48.990</b>		<b>\$ 49.120</b>

**Prevailing Rate Package for 3rd and 4th term 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 4/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Prevailing Rate Chart</b>	<b>4/20/2023</b>		<b>4/18/2024</b>		<b>4/17/2025</b>	
<b>OT Rate</b>	\$ 48.75	\$ 48.75	\$ 48.75	\$ 48.75	\$ 48.75	\$ 48.75
<b>Hourly Rate</b>	\$ 32.50	\$ 32.50	\$ 32.50	\$ 32.50	\$ 32.50	\$ 32.50
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.049	0.150%	\$ 0.049
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	17.246%	\$ 5.605	19.554%	\$ 6.355	19.554%	\$ 6.355
<b>Dental Plan</b>	1.662%	\$ 0.540	2.662%	\$ 0.865	2.662%	\$ 0.865
<b>N .E .B .F .</b>	3.000%	\$ 1.463	3.000%	\$ 1.463	3.000%	\$ 1.463
<b>Annuity</b>	3.077%	\$ 1.000	3.077%	\$ 1.000	3.077%	\$ 1.000
<b>DSP (401(k) Plan)</b>	7.650%	\$ 3.729	7.650%	\$ 3.729	7.650%	\$ 3.729
<b>Vacation/Holiday</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>HRA</b>	3.846%	\$ 1.250	6.154%	\$ 2.000	6.154%	\$ 2.000
<b>DSP Hourly</b>	7.692%	\$ 2.500	7.692%	\$ 2.500	7.692%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.400%	\$ 0.130	0.400%	\$ 0.130	0.800%	\$ 0.260
<b>Supplemental Disability</b>	0.400%	\$ 0.130	0.400%	\$ 0.130	0.400%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>44.973%</b>	<b>\$ 16.347</b>	<b>50.738%</b>	<b>\$ 18.221</b>	<b>51.138%</b>	<b>\$ 18.351</b>
<b>Total Cost Per Hour</b>		<b>\$ 65.097</b>		<b>\$ 66.971</b>		<b>\$ 67.101</b>

With 2 points earned

**Prevailing Rate Package for 3rd and 4th term 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 4/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<u>Prevailing Rate 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	\$ 35.00	35.00	\$ 35.00	35.00	\$ 35.00	35.00
	<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%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.053	0.150%	\$ 0.053
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	16.086%	\$ 5.630	18.229%	\$ 6.380	18.229%	\$ 6.380
Dental Plan	1.543%	\$ 0.540	2.543%	\$ 0.890	2.543%	\$ 0.890
N .E .B .F .	3.000%	\$ 1.050	3.000%	\$ 1.050	3.000%	\$ 1.050
Annuity	2.857%	\$ 1.000	2.857%	\$ 1.000	2.857%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.678	7.650%	\$ 2.678	7.650%	\$ 2.678
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.571%	\$ 1.250	5.714%	\$ 2.000	5.714%	\$ 2.000
DSP Hourly	7.143%	\$ 2.500	7.143%	\$ 2.500	7.143%	\$ 2.500
Educational & Cultural	0.371%	\$ 0.130	0.371%	\$ 0.130	0.771%	\$ 0.270
Supplemental Disability	0.371%	\$ 0.130	0.371%	\$ 0.130	0.371%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>42.593%</b>	<b>\$ 14.908</b>	<b>48.029%</b>	<b>\$ 16.810</b>	<b>48.429%</b>	<b>\$ 16.950</b>
<b>Total Cost Per Hour</b>		<b>\$ 49.908</b>		<b>\$ 51.810</b>		<b>\$ 51.950</b>

With 2 points earned

**Prevailing Rate Package for 3rd and 4th term 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 4/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Prevailing Rate Chart</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 52.50	\$ 52.50	\$ 52.50	\$ 52.50	\$ 52.50	\$ 52.50
<b>Hourly Rate</b>	\$ 35.00	\$ 35.00	\$ 35.00	\$ 35.00	\$ 35.00	\$ 35.00
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.053	0.150%	\$ 0.053
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	16.086%	\$ 5.630	18.229%	\$ 6.380	18.229%	\$ 6.380
<b>Dental Plan</b>	1.543%	\$ 0.540	2.543%	\$ 0.890	2.543%	\$ 0.890
<b>N .E .B .F .</b>	3.000%	\$ 1.575	3.000%	\$ 1.575	3.000%	\$ 1.575
<b>Annuity</b>	2.857%	\$ 1.000	2.857%	\$ 1.000	2.857%	\$ 1.000
<b>DSP (401(k) Plan)</b>	7.650%	\$ 4.016	7.650%	\$ 4.016	7.650%	\$ 4.016
<b>Vacation/Holiday</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>HRA</b>	3.571%	\$ 1.250	5.714%	\$ 2.000	5.714%	\$ 2.000
<b>DSP Hourly</b>	7.143%	\$ 2.500	7.143%	\$ 2.500	7.143%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.371%	\$ 0.130	0.371%	\$ 0.130	0.771%	\$ 0.270
<b>Supplemental Disability</b>	0.371%	\$ 0.130	0.371%	\$ 0.130	0.371%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>42.593%</b>	<b>\$ 16.771</b>	<b>48.029%</b>	<b>\$ 18.674</b>	<b>48.429%</b>	<b>\$ 18.814</b>
<b>Total Cost Per Hour</b>		<b>\$ 69.271</b>		<b>\$ 71.174</b>		<b>\$ 71.314</b>

With 4 points earned

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Prevailing Rate Chart	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 37.50	37.50	\$ 37.50	37.50	\$ 37.50	37.50
	<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%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.056	0.150%	\$ 0.056
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	15.080%	\$ 5.655	17.080%	\$ 6.405	17.080%	\$ 6.405
Dental Plan	1.440%	\$ 0.540	2.440%	\$ 0.915	2.440%	\$ 0.915
N .E .B .F .	3.000%	\$ 1.125	3.000%	\$ 1.125	3.000%	\$ 1.125
Annuity	2.667%	\$ 1.000	2.667%	\$ 1.000	2.667%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.869	7.650%	\$ 2.869	7.650%	\$ 2.869
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.333%	\$ 1.250	5.333%	\$ 2.000	5.333%	\$ 2.000
DSP Hourly	6.667%	\$ 2.500	6.667%	\$ 2.500	6.667%	\$ 2.500
Educational & Cultural	0.347%	\$ 0.130	0.347%	\$ 0.130	0.747%	\$ 0.280
Supplemental Disability	0.347%	\$ 0.130	0.347%	\$ 0.130	0.347%	\$ 0.130
Total Rate for Benefits	40.530%	\$ 15.199	45.680%	\$ 17.130	46.080%	\$ 17.280
Total Cost Per Hour		\$ 52.699		\$ 54.630		\$ 54.780

**With 4 points earned**

**Prevailing Rate Package for 3rd and 4th term 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 4/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Prevailing Rate Chart</b>	<b>4/20/2023</b>		<b>4/18/2024</b>		<b>4/17/2025</b>	
<b>OT Rate</b>	\$ 56.25	\$ 56.25	\$ 56.25	\$ 56.25	\$ 56.25	\$ 56.25
<b>Hourly Rate</b>	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.056	0.150%	\$ 0.056
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	15.080%	\$ 5.655	17.080%	\$ 6.405	17.080%	\$ 6.405
<b>Dental Plan</b>	1.440%	\$ 0.540	2.440%	\$ 0.915	2.440%	\$ 0.915
<b>N .E .B .F .</b>	3.000%	\$ 1.688	3.000%	\$ 1.688	3.000%	\$ 1.688
<b>Annuity</b>	2.667%	\$ 1.000	2.667%	\$ 1.000	2.667%	\$ 1.000
<b>DSP (401(k) Plan)</b>	7.650%	\$ 4.303	7.650%	\$ 4.303	7.650%	\$ 4.303
<b>Vacation/Holiday</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>HRA</b>	3.333%	\$ 1.250	5.333%	\$ 2.000	5.333%	\$ 2.000
<b>DSP Hourly</b>	6.667%	\$ 2.500	6.667%	\$ 2.500	6.667%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.347%	\$ 0.130	0.347%	\$ 0.130	0.747%	\$ 0.280
<b>Supplemental Disability</b>	0.347%	\$ 0.130	0.347%	\$ 0.130	0.347%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>40.530%</b>	<b>\$ 17.196</b>	<b>45.680%</b>	<b>\$ 19.127</b>	<b>46.080%</b>	<b>\$ 19.277</b>
<b>Total Cost Per Hour</b>		<b>\$ 73.446</b>		<b>\$ 75.377</b>		<b>\$ 75.527</b>

With 6 points earned

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<u>Prevailing Rate 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	\$ 40.00	40.00	\$ 40.00	40.00	\$ 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	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.060	0.150%	\$ 0.060
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	14.200%	\$ 5.680	16.075%	\$ 6.430	16.075%	\$ 6.430
Dental Plan	1.350%	\$ 0.540	2.350%	\$ 0.940	2.350%	\$ 0.940
N .E .B .F .	3.000%	\$ 1.200	3.000%	\$ 1.200	3.000%	\$ 1.200
Annuity	2.500%	\$ 1.000	2.500%	\$ 1.000	2.500%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 3.060	7.650%	\$ 3.060	7.650%	\$ 3.060
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	3.125%	\$ 1.250	5.000%	\$ 2.000	5.000%	\$ 2.000
DSP Hourly	6.250%	\$ 2.500	6.250%	\$ 2.500	6.250%	\$ 2.500
Educational & Cultural	0.325%	\$ 0.130	0.325%	\$ 0.130	0.725%	\$ 0.290
Supplemental Disability	0.325%	\$ 0.130	0.325%	\$ 0.130	0.325%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>38.725%</b>	<b>\$ 15.490</b>	<b>43.625%</b>	<b>\$ 17.450</b>	<b>44.025%</b>	<b>\$ 17.610</b>
<b>Total Cost Per Hour</b>		<b>\$ 55.490</b>		<b>\$ 57.450</b>		<b>\$ 57.610</b>

**With 6 points earned**

**Prevailing Rate Package for 3rd and 4th term 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 4/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Prevailing Rate Chart</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 60.00	\$ 60.00	\$ 60.00	\$ 60.00	\$ 60.00	\$ 60.00
<b>Hourly Rate</b>	\$ 40.00	\$ 40.00	\$ 40.00	\$ 40.00	\$ 40.00	\$ 40.00
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.060	0.150%	\$ 0.060
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	14.200%	\$ 5.680	16.075%	\$ 6.430	16.075%	\$ 6.430
<b>Dental Plan</b>	1.350%	\$ 0.540	2.350%	\$ 0.940	2.350%	\$ 0.940
<b>N .E .B .F .</b>	3.000%	\$ 1.800	3.000%	\$ 1.800	3.000%	\$ 1.800
<b>Annuity</b>	2.500%	\$ 1.000	2.500%	\$ 1.000	2.500%	\$ 1.000
<b>DSP (401(k) Plan)</b>	7.650%	\$ 4.590	7.650%	\$ 4.590	7.650%	\$ 4.590
<b>Vacation/Holiday</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>HRA</b>	3.125%	\$ 1.250	5.000%	\$ 2.000	5.000%	\$ 2.000
<b>DSP Hourly</b>	6.250%	\$ 2.500	6.250%	\$ 2.500	6.250%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.325%	\$ 0.130	0.325%	\$ 0.130	0.725%	\$ 0.290
<b>Supplemental Disability</b>	0.325%	\$ 0.130	0.325%	\$ 0.130	0.325%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>38.725%</b>	<b>\$ 17.620</b>	<b>43.625%</b>	<b>\$ 19.580</b>	<b>44.025%</b>	<b>\$ 19.740</b>
<b>Total Cost Per Hour</b>		<b>\$ 77.620</b>		<b>\$ 79.580</b>		<b>\$ 79.740</b>

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

Prevailing Rate Chart	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 26.50	26.50	\$ 26.50	26.50	\$ 26.50	26.50
	<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%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.040	0.150%	\$ 0.040
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	20.925%	\$ 5.545	23.755%	\$ 6.295	23.755%	\$ 6.295
Dental Plan	2.038%	\$ 0.540	3.038%	\$ 0.805	3.038%	\$ 0.805
N .E .B .F .	3.000%	\$ 0.795	3.000%	\$ 0.795	3.000%	\$ 0.795
Annuity	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.027	7.650%	\$ 2.027	7.650%	\$ 2.027
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.717%	\$ 1.250	7.547%	\$ 2.000	7.547%	\$ 2.000
DSP Hourly	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
Educational & Cultural	0.491%	\$ 0.130	0.491%	\$ 0.130	0.891%	\$ 0.236
Supplemental Disability	0.491%	\$ 0.130	0.491%	\$ 0.130	0.491%	\$ 0.130
Total Rate for Benefits	52.518%	\$ 13.917	59.328%	\$ 15.722	59.728%	\$ 15.828
Total Cost Per Hour		\$ 40.417		\$ 42.222		\$ 42.328

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

Prevailing Rate Chart	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
<b>OT Rate</b>	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75	\$ 39.75
<b>Hourly Rate</b>	\$ 26.50	\$ 26.50	\$ 26.50	\$ 26.50	\$ 26.50	\$ 26.50
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.040	0.150%	\$ 0.040
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	20.925%	\$ 5.545	23.755%	\$ 6.295	23.755%	\$ 6.295
<b>Dental Plan</b>	2.038%	\$ 0.540	3.038%	\$ 0.805	3.038%	\$ 0.805
<b>N .E .B .F .</b>	3.000%	\$ 1.193	3.000%	\$ 1.193	3.000%	\$ 1.193
<b>Annuity</b>	3.774%	\$ 1.000	3.774%	\$ 1.000	3.774%	\$ 1.000
<b>DSP (401(k) Plan)</b>	7.650%	\$ 3.041	7.650%	\$ 3.041	7.650%	\$ 3.041
<b>Vacation/Holiday</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>HRA</b>	4.717%	\$ 1.250	7.547%	\$ 2.000	7.547%	\$ 2.000
<b>DSP Hourly</b>	9.434%	\$ 2.500	9.434%	\$ 2.500	9.434%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.491%	\$ 0.130	0.491%	\$ 0.130	0.891%	\$ 0.236
<b>Supplemental Disability</b>	0.491%	\$ 0.130	0.491%	\$ 0.130	0.491%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>52.518%</b>	<b>\$ 15.328</b>	<b>59.328%</b>	<b>\$ 17.133</b>	<b>59.728%</b>	<b>\$ 17.239</b>
<b>Total Cost Per Hour</b>		<b>\$ 55.078</b>		<b>\$ 56.883</b>		<b>\$ 56.989</b>

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

Prevailing Rate Chart	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
Hourly Rate	\$ 30.00	30.00	\$ 30.00	30.00	\$ 30.00	30.00
	<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%	\$ -
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.045	0.150%	\$ 0.045
Apprentice	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Pension Trust	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
P H B P -- Medical	18.600%	\$ 5.580	21.100%	\$ 6.330	21.100%	\$ 6.330
Dental Plan	1.800%	\$ 0.540	2.800%	\$ 0.840	2.800%	\$ 0.840
N .E .B .F .	3.000%	\$ 0.900	3.000%	\$ 0.900	3.000%	\$ 0.900
Annuity	3.333%	\$ 1.000	3.333%	\$ 1.000	3.333%	\$ 1.000
DSP (401(k) Plan)	7.650%	\$ 2.295	7.650%	\$ 2.295	7.650%	\$ 2.295
Vacation/Holiday	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
HRA	4.167%	\$ 1.250	6.667%	\$ 2.000	6.667%	\$ 2.000
DSP Hourly	8.333%	\$ 2.500	8.333%	\$ 2.500	8.333%	\$ 2.500
Educational & Cultural	0.433%	\$ 0.130	0.433%	\$ 0.130	0.833%	\$ 0.250
Supplemental Disability	0.433%	\$ 0.130	0.433%	\$ 0.130	0.433%	\$ 0.130
Total Rate for Benefits	47.750%	\$ 14.325	53.900%	\$ 16.170	54.300%	\$ 16.290
Total Cost Per Hour		\$ 44.325		\$ 46.170		\$ 46.290

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

<b>Prevailing Rate Chart</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>4/17/2025</b>	<b>4/17/2025</b>
<b>OT Rate</b>	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00	\$ 45.00
<b>Hourly Rate</b>	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
<b>Wage and Benefit Fund</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>JIB</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.045	0.150%	\$ 0.045
<b>Apprentice</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Pension Trust</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>P H B P -- Medical</b>	18.600%	\$ 5.580	21.100%	\$ 6.330	21.100%	\$ 6.330
<b>Dental Plan</b>	1.800%	\$ 0.540	2.800%	\$ 0.840	2.800%	\$ 0.840
<b>N .E .B .F .</b>	3.000%	\$ 1.350	3.000%	\$ 1.350	3.000%	\$ 1.350
<b>Annuity</b>	3.333%	\$ 1.000	3.333%	\$ 1.000	3.333%	\$ 1.000
<b>DSP (401(k) Plan)</b>	7.650%	\$ 3.443	7.650%	\$ 3.443	7.650%	\$ 3.443
<b>Vacation/Holiday</b>	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
<b>HRA</b>	4.167%	\$ 1.250	6.667%	\$ 2.000	6.667%	\$ 2.000
<b>DSP Hourly</b>	8.333%	\$ 2.500	8.333%	\$ 2.500	8.333%	\$ 2.500
<b>Educational &amp; Cultural</b>	0.433%	\$ 0.130	0.433%	\$ 0.130	0.833%	\$ 0.250
<b>Supplemental Disability</b>	0.433%	\$ 0.130	0.433%	\$ 0.130	0.433%	\$ 0.130
<b>Total Rate for Benefits</b>	<b>47.750%</b>	<b>\$ 15.923</b>	<b>53.900%</b>	<b>\$ 17.768</b>	<b>54.300%</b>	<b>\$ 17.888</b>
<b>Total Cost Per Hour</b>		<b>\$ 60.923</b>		<b>\$ 62.768</b>		<b>\$ 62.888</b>