

Connecticut Zone Rate Inside Wiremen's "A" Journeymen 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.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>04/17/2025</b>	<b>04/17/2025</b>
Hourly Rate	\$ 43.00	43.00	\$ 44.00	44.00	\$ 45.00	45.00
	<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%	-
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.066	0.150%	\$ 0.068
JIB	0.250%	\$ 0.108	0.550%	\$ 0.242	0.550%	\$ 0.248
Apprentice Percentage	1.750%	\$ 0.753	1.750%	\$ 0.770	1.750%	\$ 0.788
Apprentice Hourly	0.581%	0.25	0.568%	0.25	0.556%	0.25
P H B P -- Pension Trust	13.300%	\$ 5.719	13.300%	\$ 5.852	13.300%	\$ 5.985
P H B P -- Medical	25.310%	\$ 10.883	25.310%	\$ 11.136	25.310%	\$ 11.390
P H B P -- Medical	0.000%	\$ -	1.705%	\$ 0.750	1.667%	\$ 0.750
Dental Plan	2.140%	\$ 0.920	3.140%	\$ 1.382	3.140%	\$ 1.413
N . E . B . F .	3.000%	\$ 1.290	3.000%	\$ 1.320	3.000%	\$ 1.350
Annuity	10.465%	\$ 4.500	10.227%	\$ 4.500	10.000%	\$ 4.500
HRA	13.953%	\$ 6.000	15.341%	\$ 6.750	15.000%	\$ 6.750
DSP Percentage	20.650%	\$ 8.880	20.650%	\$ 9.086	20.650%	\$ 9.293
VHUP	0.140%	\$ 0.060	0.136%	\$ 0.060	0.133%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.439	1.020%	\$ 0.449	1.420%	\$ 0.639
Supplemental Disability	0.500%	\$ 0.215	0.500%	\$ 0.220	0.500%	\$ 0.225
<b>Total Rate for Benefits</b>	<b>93.060%</b>	<b>\$ 40.016</b>	<b>97.347%</b>	<b>\$ 42.833</b>	<b>97.126%</b>	<b>\$ 43.707</b>
<b>Total Cost Per Hour</b>		<b>\$ 83.016</b>		<b>\$ 86.833</b>		<b>\$ 88.707</b>

Connecticut Zone Rate 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 4:00 p.m.)**

<u>Full Benefit Package</u>	<u>4/20/2023</u>	<u>4/20/2023</u>	<u>4/18/2024</u>	<u>4/18/2024</u>	<u>04/17/2025</u>	<u>04/17/2025</u>
<b>OT Rate</b>	\$ 64.50	\$ 64.50	\$ 66.00	\$ 66.00	\$ 67.50	\$ 67.50
<b>Hourly Rate</b>	\$ 43.00	\$ 43.00	\$ 44.00	\$ 44.00	\$ 45.00	\$ 45.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
<b>Wage and Benefit Fund</b>	0.000%	-	0.000%	-	0.000%	-
<b>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.066	0.150%	\$ 0.068
<b>JIB</b>	0.250%	\$ 0.108	0.550%	\$ 0.242	0.550%	\$ 0.248
<b>Apprentice Percentage</b>	1.750%	\$ 0.753	1.750%	\$ 0.770	1.750%	\$ 0.788
<b>Apprentice Hourly</b>	0.581%	0.25	0.568%	0.25	0.556%	0.25
<b>P H B P -- Pension Trust</b>	13.300%	\$ 5.719	13.300%	\$ 5.852	13.300%	\$ 5.985
<b>P H B P -- Medical</b>	25.310%	\$ 10.883	25.310%	\$ 11.136	25.310%	\$ 11.390
<b>P H B P -- Medical</b>	0.000%	\$ -	1.705%	\$ 0.750	1.667%	\$ 0.750
<b>Dental Plan</b>	2.140%	\$ 0.920	3.140%	\$ 1.382	3.140%	\$ 1.413
<b>N . E . B . F .</b>	3.000%	\$ 1.935	3.000%	\$ 1.980	3.000%	\$ 2.025
<b>Annuity</b>	10.465%	\$ 4.500	10.227%	\$ 4.500	10.000%	\$ 4.500
<b>HRA</b>	13.953%	\$ 6.000	15.341%	\$ 6.750	15.000%	\$ 6.750
<b>DSP Percentage</b>	20.650%	\$ 13.319	20.650%	\$ 13.629	20.650%	\$ 13.939
<b>VHUP</b>	0.140%	\$ 0.060	0.136%	\$ 0.060	0.133%	\$ 0.060
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.439	1.020%	\$ 0.449	1.420%	\$ 0.639
<b>Supplemental Disability</b>	0.500%	\$ 0.323	0.500%	\$ 0.330	0.500%	\$ 0.338
<b>Total Rate for Benefits</b>	<b>93.060%</b>	<b>\$ 45.208</b>	<b>97.347%</b>	<b>\$ 48.146</b>	<b>97.126%</b>	<b>\$ 49.140</b>
<b>Total Cost Per Hour</b>		<b>\$ 109.708</b>		<b>\$ 114.146</b>		<b>\$ 116.640</b>

Connecticut Zone Rate Inside Wiremen's "A" Journeymen and "A" Technicians Foreman 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.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>04/17/2025</b>	<b>04/17/2025</b>
Hourly Rate	\$ 46.44	46.44	\$ 47.52	47.52	\$ 48.60	48.60
	<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%	-
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.071	0.150%	\$ 0.073
JIB	0.250%	\$ 0.116	0.550%	\$ 0.261	0.550%	\$ 0.267
Apprentice Percentage	1.750%	\$ 0.813	1.750%	\$ 0.832	1.750%	\$ 0.851
Apprentice Hourly	0.538%	0.25	0.526%	0.25	0.514%	0.25
P H B P -- Pension Trust	13.300%	\$ 6.177	13.300%	\$ 6.320	13.300%	\$ 6.464
P H B P -- Medical	25.310%	\$ 11.754	25.310%	\$ 12.027	25.310%	\$ 12.301
P H B P -- Medical	0.000%	\$ -	1.578%	\$ 0.750	1.543%	\$ 0.750
Dental Plan	2.140%	\$ 0.994	3.140%	\$ 1.492	3.140%	\$ 1.526
N . E . B . F .	3.000%	\$ 1.393	3.000%	\$ 1.426	3.000%	\$ 1.458
Annuity	9.690%	\$ 4.500	9.470%	\$ 4.500	9.259%	\$ 4.500
HRA	12.920%	\$ 6.000	14.205%	\$ 6.750	13.889%	\$ 6.750
DSP Percentage	20.650%	\$ 9.590	20.650%	\$ 9.813	20.650%	\$ 10.036
VHUP	0.129%	\$ 0.060	0.126%	\$ 0.060	0.123%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.474	1.020%	\$ 0.485	1.420%	\$ 0.690
Supplemental Disability	0.500%	\$ 0.232	0.500%	\$ 0.238	0.500%	\$ 0.243
<b>Total Rate for Benefits</b>	<b>91.197%</b>	<b>\$ 42.352</b>	<b>95.275%</b>	<b>\$ 45.275</b>	<b>95.099%</b>	<b>\$ 46.218</b>
<b>Total Cost Per Hour</b>		<b>\$ 88.792</b>		<b>\$ 92.795</b>		<b>\$ 94.818</b>

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

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>04/17/2025</b>	<b>04/17/2025</b>
<b>OT Rate</b>	\$ 69.66	\$ 69.66	\$ 71.28	\$ 71.28	\$ 72.90	\$ 72.90
<b>Hourly Rate</b>	\$ 46.44	\$ 46.44	\$ 47.52	\$ 47.52	\$ 48.60	\$ 48.60
	<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>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.071	0.150%	\$ 0.073
<b>JIB</b>	0.250%	\$ 0.116	0.550%	\$ 0.261	0.550%	\$ 0.267
<b>Apprentice Percentage</b>	1.750%	\$ 0.813	1.750%	\$ 0.832	1.750%	\$ 0.851
<b>Apprentice Hourly</b>	0.538%	0.25	0.526%	0.25	0.514%	0.25
<b>P H B P -- Pension Trust</b>	13.300%	\$ 6.177	13.300%	\$ 6.320	13.300%	\$ 6.464
<b>P H B P -- Medical</b>	25.310%	\$ 11.754	25.310%	\$ 12.027	25.310%	\$ 12.301
<b>P H B P -- Medical</b>	0.000%	\$ -	1.578%	\$ 0.750	1.543%	\$ 0.750
<b>Dental Plan</b>	2.140%	\$ 0.994	3.140%	\$ 1.492	3.140%	\$ 1.526
<b>N . E . B . F .</b>	3.000%	\$ 2.090	3.000%	\$ 2.138	3.000%	\$ 2.187
<b>Annuity</b>	9.690%	\$ 4.500	9.470%	\$ 4.500	9.259%	\$ 4.500
<b>HRA</b>	12.920%	\$ 6.000	14.205%	\$ 6.750	13.889%	\$ 6.750
<b>DSP Percentage</b>	20.650%	\$ 14.385	20.650%	\$ 14.719	20.650%	\$ 15.054
<b>VHUP</b>	0.129%	\$ 0.060	0.126%	\$ 0.060	0.123%	\$ 0.060
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.474	1.020%	\$ 0.485	1.420%	\$ 0.690
<b>Supplemental Disability</b>	0.500%	\$ 0.348	0.500%	\$ 0.356	0.500%	\$ 0.365
<b>Total Rate for Benefits</b>	<b>91.197%</b>	<b>\$ 47.960</b>	<b>95.275%</b>	<b>\$ 51.013</b>	<b>95.099%</b>	<b>\$ 52.087</b>
<b>Total Cost Per Hour</b>		<b>\$ 117.620</b>		<b>\$ 122.293</b>		<b>\$ 124.987</b>

Connecticut Zone Rate Inside Wiremen's "A" Journeymen 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 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>04/17/2025</b>	<b>04/17/2025</b>
Hourly Rate	\$ 48.16	48.16	\$ 49.28	49.28	\$ 50.40	50.40
	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>	<b>New%Contr</b>	<b>Dollar Equiv</b>
Wage and Benefit Fund	0.000%	-	0.000%	-	0.000%	-
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.074	0.150%	\$ 0.076
JIB	0.250%	\$ 0.120	0.550%	\$ 0.271	0.550%	\$ 0.277
Apprentice Percentage	1.750%	\$ 0.843	1.750%	\$ 0.862	1.750%	\$ 0.882
Apprentice Hourly	0.519%	0.25	0.507%	0.25	0.496%	0.25
P H B P -- Pension Trust	13.300%	\$ 6.405	13.300%	\$ 6.554	13.300%	\$ 6.703
P H B P -- Medical	25.310%	\$ 12.189	25.310%	\$ 12.473	25.310%	\$ 12.756
P H B P -- Medical	0.000%	\$ -	1.522%	\$ 0.750	1.488%	\$ 0.750
Dental Plan	2.140%	\$ 1.031	3.140%	\$ 1.547	3.140%	\$ 1.583
N . E . B . F .	3.000%	\$ 1.445	3.000%	\$ 1.478	3.000%	\$ 1.512
Annuity	9.344%	\$ 4.500	9.131%	\$ 4.500	8.929%	\$ 4.500
HRA	12.458%	\$ 6.000	13.697%	\$ 6.750	13.393%	\$ 6.750
DSP Percentage	20.650%	\$ 9.945	20.650%	\$ 10.176	20.650%	\$ 10.408
VHUP	0.125%	\$ 0.060	0.122%	\$ 0.060	0.119%	\$ 0.060
Educational & Cultural	1.020%	\$ 0.491	1.020%	\$ 0.503	1.420%	\$ 0.716
Supplemental Disability	0.500%	\$ 0.241	0.500%	\$ 0.246	0.500%	\$ 0.252
<b>Total Rate for Benefits</b>	<b>90.366%</b>	<b>\$ 43.520</b>	<b>94.350%</b>	<b>\$ 46.496</b>	<b>94.195%</b>	<b>\$ 47.474</b>
<b>Total Cost Per Hour</b>		<b>\$ 91.680</b>		<b>\$ 95.776</b>		<b>\$ 97.874</b>

Connecticut Zone Rate Inside Wiremen's "A" Journeymen 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 04/19/2023 (at 4:01 p.m.) to 04/15/2026 (at 4:00 p.m.)**

<b>Full Benefit Package</b>	<b>4/20/2023</b>	<b>4/20/2023</b>	<b>4/18/2024</b>	<b>4/18/2024</b>	<b>04/17/2025</b>	<b>04/17/2025</b>
<b>OT Rate</b>	\$ 72.24	\$ 72.24	\$ 73.92	\$ 73.92	\$ 75.60	\$ 75.60
<b>Hourly Rate</b>	\$ 48.16	\$ 48.16	\$ 49.28	\$ 49.28	\$ 50.40	\$ 50.40
	<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>Legal Services Plan</b>	0.000%	\$ -	0.150%	\$ 0.074	0.150%	\$ 0.076
<b>JIB</b>	0.250%	\$ 0.120	0.550%	\$ 0.271	0.550%	\$ 0.277
<b>Apprentice Percentage</b>	1.750%	\$ 0.843	1.750%	\$ 0.862	1.750%	\$ 0.882
<b>Apprentice Hourly</b>	0.519%	0.25	0.507%	0.25	0.496%	0.25
<b>P H B P -- Pension Trust</b>	13.300%	\$ 6.405	13.300%	\$ 6.554	13.300%	\$ 6.703
<b>P H B P -- Medical</b>	25.310%	\$ 12.189	25.310%	\$ 12.473	25.310%	\$ 12.756
<b>P H B P -- Medical</b>	0.000%	\$ -	1.522%	\$ 0.750	1.488%	\$ 0.750
<b>Dental Plan</b>	2.140%	\$ 1.031	3.140%	\$ 1.547	3.140%	\$ 1.583
<b>N . E . B . F .</b>	3.000%	\$ 2.167	3.000%	\$ 2.218	3.000%	\$ 2.268
<b>Annuity</b>	9.344%	\$ 4.500	9.131%	\$ 4.500	8.929%	\$ 4.500
<b>HRA</b>	12.458%	\$ 6.000	13.697%	\$ 6.750	13.393%	\$ 6.750
<b>DSP Percentage</b>	20.650%	\$ 14.918	20.650%	\$ 15.264	20.650%	\$ 15.611
<b>VHUP</b>	0.125%	\$ 0.060	0.122%	\$ 0.060	0.119%	\$ 0.060
<b>Educational &amp; Cultural</b>	1.020%	\$ 0.491	1.020%	\$ 0.503	1.420%	\$ 0.716
<b>Supplemental Disability</b>	0.500%	\$ 0.361	0.500%	\$ 0.370	0.500%	\$ 0.378
<b>Total Rate for Benefits</b>	<b>90.366%</b>	<b>\$ 49.336</b>	<b>94.350%</b>	<b>\$ 52.446</b>	<b>94.195%</b>	<b>\$ 53.560</b>
<b>Total Cost Per Hour</b>		<b>\$ 121.576</b>		<b>\$ 126.366</b>		<b>\$ 129.160</b>