

Prevailing Rate Package for Teledata 1st year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	1/1/2025	1/1/2025	4/17/2025	4/17/2025
Hourly Rate	\$ 16.00	16.00	\$ 16.00	16.00	\$ 16.50	16.50	\$ 16.50	16.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
N . E . B . F .	3.000%	\$ 0.480	3.000%	\$ 0.480	3.000%	\$ 0.495	3.000%	\$ 0.495
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 3.304	20.650%	\$ 3.304	20.650%	\$ 3.407	20.650%	\$ 3.407
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.300%	\$ 0.048	0.300%	\$ 0.048	0.300%	\$ 0.050	0.300%	\$ 0.050
Total Rate For Benefits	72.690%	\$ 11.630	77.528%	\$ 12.404	77.196%	\$ 12.737	79.111%	\$ 13.053
Total Cost Per Hour		\$ 27.630		\$ 28.404		\$ 29.237		\$ 29.553

Prevailing Rate Package for Teledata 1st year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	1/1/2025	1/1/2025	4/17/2025	4/17/2025
OT Rate	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
Hourly Rate	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
N . E . B . F .	3.000%	\$ 0.720	3.000%	\$ 0.720	3.000%	\$ 0.743	3.000%	\$ 0.743
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.956	20.650%	\$ 4.956	20.650%	\$ 5.111	20.650%	\$ 5.111
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.300%	\$ 0.072	0.300%	\$ 0.072	0.300%	\$ 0.074	0.300%	\$ 0.074
Total Rate For Benefits	72.690%	\$ 13.546	77.528%	\$ 14.320	77.196%	\$ 14.713	79.111%	\$ 15.029
Total Cost Per Hour		\$ 37.546		\$ 38.320		\$ 39.463		\$ 39.779

Prevailing Rate Package for Teledata 2nd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 17.00	17.00	\$ 17.00	17.00	\$ 17.00	17.00
	<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	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.510	3.000%	\$ 0.510
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.511	20.650%	\$ 3.511
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.300%	\$ 0.051	0.300%	\$ 0.051	0.300%	\$ 0.051
Total Rate For Benefits	84.087%	\$ 14.295	88.649%	\$ 15.070	93.461%	\$ 15.888
Total Cost Per Hour		\$ 31.295		\$ 32.070		\$ 32.888

Prevailing Rate Package for Teledata 2nd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
Hourly Rate	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 5.266	20.650%	\$ 5.266	20.650%	\$ 5.266
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.300%	\$ 0.077	0.300%	\$ 0.077	0.300%	\$ 0.077
Total Rate For Benefits	84.087%	\$ 16.331	88.649%	\$ 17.106	93.461%	\$ 17.924
Total Cost Per Hour		\$ 41.831		\$ 42.606		\$ 43.424

Prevailing Rate Package for Teledata 3rd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 19.00	19.00	\$ 19.00	19.00	\$ 19.00	19.00
	<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	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.570	3.000%	\$ 0.570
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 3.924	20.650%	\$ 3.924
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.300%	\$ 0.057	0.300%	\$ 0.057	0.300%	\$ 0.057
Total Rate For Benefits	82.229%	\$ 15.624	86.327%	\$ 16.402	90.674%	\$ 17.228
Total Cost Per Hour		\$ 34.624		\$ 35.402		\$ 36.228

Prevailing Rate Package for Teledata 3rd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014
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Prevailing Wage Chart	4/20/2023	4/20/2023	4/18/2024	4/18/2024	4/17/2025	4/17/2025
OT Rate	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
Hourly Rate	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 5.885	20.650%	\$ 5.885	20.650%	\$ 5.885
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.300%	\$ 0.086	0.300%	\$ 0.086	0.300%	\$ 0.086
Total Rate For Benefits	82.229%	\$ 17.899	86.327%	\$ 18.677	90.674%	\$ 19.503
Total Cost Per Hour		\$ 46.399		\$ 47.177		\$ 48.003

Prevailing Rate Package for Teledata 4th year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 21.00	21.00	\$ 21.00	21.00	\$ 21.00	21.00
	<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	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.630	3.000%	\$ 0.630	3.000%	\$ 0.630
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 4.337	20.650%	\$ 4.337	20.650%	\$ 4.337
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.300%	\$ 0.063	0.300%	\$ 0.063	0.300%	\$ 0.063
Total Rate For Benefits	80.726%	\$ 16.952	84.447%	\$ 17.734	88.419%	\$ 18.568
Total Cost Per Hour		\$ 37.952		\$ 38.734		\$ 39.568

Prevailing Rate Package for Teledata 4th year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
Hourly Rate	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.945	3.000%	\$ 0.945	3.000%	\$ 0.945
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 6.505	20.650%	\$ 6.505	20.650%	\$ 6.505
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.300%	\$ 0.095	0.300%	\$ 0.095	0.300%	\$ 0.095
Total Rate For Benefits	80.726%	\$ 19.467	84.447%	\$ 20.249	88.419%	\$ 21.083
Total Cost Per Hour		\$ 50.967		\$ 51.749		\$ 52.583

Prevailing Rate Package for Inside Wireman 1st year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	1/1/2025	1/1/2025	4/17/2025	4/17/2025
Hourly Rate	\$ 16.00	16.00	\$ 16.00	16.00	\$ 16.50	16.50	\$ 16.50	16.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
N . E . B . F .	3.000%	\$ 0.480	3.000%	\$ 0.480	3.000%	\$ 0.495	3.000%	\$ 0.495
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 3.304	20.650%	\$ 3.304	20.650%	\$ 3.407	20.650%	\$ 3.407
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.300%	\$ 0.048	0.300%	\$ 0.048	0.300%	\$ 0.050	0.300%	\$ 0.050
Total Rate For Benefits	72.690%	\$ 11.630	77.528%	\$ 12.404	77.196%	\$ 12.737	79.111%	\$ 13.053
Total Cost Per Hour		\$ 27.630		\$ 28.404		\$ 29.237		\$ 29.553

Prevailing Rate Package for Inside Wireman 1st year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	1/1/2025	1/1/2025	4/17/2025	4/17/2025
OT Rate	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
Hourly Rate	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
N . E . B . F .	3.000%	\$ 0.720	3.000%	\$ 0.720	3.000%	\$ 0.743	3.000%	\$ 0.743
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.956	20.650%	\$ 4.956	20.650%	\$ 5.111	20.650%	\$ 5.111
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.300%	\$ 0.072	0.300%	\$ 0.072	0.300%	\$ 0.074	0.300%	\$ 0.074
Total Rate For Benefits	72.690%	\$ 13.546	77.528%	\$ 14.320	77.196%	\$ 14.713	79.111%	\$ 15.029
Total Cost Per Hour		\$ 37.546		\$ 38.320		\$ 39.463		\$ 39.779

Prevailing Rate Package for Inside Wireman 2nd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 17.00	17.00	\$ 17.00	17.00	\$ 17.00	17.00
	<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	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.510	3.000%	\$ 0.510
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.511	20.650%	\$ 3.511
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.300%	\$ 0.051	0.300%	\$ 0.051	0.300%	\$ 0.051
Total Rate For Benefits	84.087%	\$ 14.295	88.649%	\$ 15.070	93.461%	\$ 15.888
Total Cost Per Hour		\$ 31.295		\$ 32.070		\$ 32.888

Prevailing Rate Package for Inside Wireman 2nd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
Hourly Rate	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 5.266	20.650%	\$ 5.266	20.650%	\$ 5.266
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.300%	\$ 0.077	0.300%	\$ 0.077	0.300%	\$ 0.077
Total Rate For Benefits	84.087%	\$ 16.331	88.649%	\$ 17.106	93.461%	\$ 17.924
Total Cost Per Hour		\$ 41.831		\$ 42.606		\$ 43.424

Prevailing Rate Package for Inside Wireman 3rd year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 19.00	19.00	\$ 19.00	19.00	\$ 19.00	19.00
	<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	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.570	3.000%	\$ 0.570
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 3.924	20.650%	\$ 3.924
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.300%	\$ 0.057	0.300%	\$ 0.057	0.300%	\$ 0.057
Total Rate For Benefits	82.229%	\$ 15.624	86.327%	\$ 16.402	90.674%	\$ 17.228
Total Cost Per Hour		\$ 34.624		\$ 35.402		\$ 36.228

Prevailing Rate Package for Inside Wireman 3rd year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
Hourly Rate	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 5.885	20.650%	\$ 5.885	20.650%	\$ 5.885
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.300%	\$ 0.086	0.300%	\$ 0.086	0.300%	\$ 0.086
Total Rate For Benefits	82.229%	\$ 17.899	86.327%	\$ 18.677	90.674%	\$ 19.503
Total Cost Per Hour		\$ 46.399		\$ 47.177		\$ 48.003

Prevailing Rate Package for Inside Wireman 4th year Apprentice Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 21.00	21.00	\$ 21.00	21.00	\$ 21.00	21.00
	<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	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.630	3.000%	\$ 0.630	3.000%	\$ 0.630
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 4.337	20.650%	\$ 4.337	20.650%	\$ 4.337
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.300%	\$ 0.063	0.300%	\$ 0.063	0.300%	\$ 0.063
Total Rate For Benefits	80.726%	\$ 16.952	84.447%	\$ 17.734	88.419%	\$ 18.568
Total Cost Per Hour		\$ 37.952		\$ 38.734		\$ 39.568

Prevailing Rate Package for Inside Wireman 4th year Apprentice OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
Hourly Rate	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.945	3.000%	\$ 0.945	3.000%	\$ 0.945
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 6.505	20.650%	\$ 6.505	20.650%	\$ 6.505
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.300%	\$ 0.095	0.300%	\$ 0.095	0.300%	\$ 0.095
Total Rate For Benefits	80.726%	\$ 19.467	84.447%	\$ 20.249	88.419%	\$ 21.083
Total Cost Per Hour		\$ 50.967		\$ 51.749		\$ 52.583

Prevailing Rate Package for 1st Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	1/1/2025	1/1/2025	4/17/2025	4/17/2025
Hourly Rate	\$ 16.00	16.00	\$ 16.00	16.00	\$ 16.50	16.50	\$ 16.50	16.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
N . E . B . F .	3.000%	\$ 0.480	3.000%	\$ 0.480	3.000%	\$ 0.495	3.000%	\$ 0.495
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 3.304	20.650%	\$ 3.304	20.650%	\$ 3.407	20.650%	\$ 3.407
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.300%	\$ 0.048	0.300%	\$ 0.048	0.300%	\$ 0.050	0.300%	\$ 0.050
Total Rate For Benefits	72.690%	\$ 11.630	77.528%	\$ 12.404	77.196%	\$ 12.737	79.111%	\$ 13.053
Total Cost Per Hour		\$ 27.630		\$ 28.404		\$ 29.237		\$ 29.553

Prevailing Rate Package for 1st Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	1/1/2025	1/1/2025	4/17/2025	4/17/2025
OT Rate	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.00	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
Hourly Rate	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.040	0.250%	\$ 0.040	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.024	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.280	1.750%	\$ 0.280	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.563%	0.25	1.563%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 1.955	12.220%	\$ 1.955	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.874	24.210%	\$ 3.874	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.688%	\$ 0.750	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.486	3.040%	\$ 0.486	3.040%	\$ 0.502	3.040%	\$ 0.502
N . E . B . F .	3.000%	\$ 0.720	3.000%	\$ 0.720	3.000%	\$ 0.743	3.000%	\$ 0.743
Annuity	4.688%	\$ 0.750	4.688%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 4.956	20.650%	\$ 4.956	20.650%	\$ 5.111	20.650%	\$ 5.111
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.163	1.020%	\$ 0.163	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.300%	\$ 0.072	0.300%	\$ 0.072	0.300%	\$ 0.074	0.300%	\$ 0.074
Total Rate For Benefits	72.690%	\$ 13.546	77.528%	\$ 14.320	77.196%	\$ 14.713	79.111%	\$ 15.029
Total Cost Per Hour		\$ 37.546		\$ 38.320		\$ 39.463		\$ 39.779

Prevailing Rate Package for 2nd Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 17.00	17.00	\$ 17.00	17.00	\$ 17.00	17.00
	<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	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.510	3.000%	\$ 0.510	3.000%	\$ 0.510
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 3.511	20.650%	\$ 3.511	20.650%	\$ 3.511
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.300%	\$ 0.051	0.300%	\$ 0.051	0.300%	\$ 0.051
Total Rate For Benefits	84.087%	\$ 14.295	88.649%	\$ 15.070	93.461%	\$ 15.888
Total Cost Per Hour		\$ 31.295		\$ 32.070		\$ 32.888

Prevailing Rate Package for 2nd Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50	\$ 25.50
Hourly Rate	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00	\$ 17.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.043	0.250%	\$ 0.043	0.250%	\$ 0.043
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.026	0.150%	\$ 0.026
Apprentice Percentage	1.750%	\$ 0.298	1.750%	\$ 0.298	1.750%	\$ 0.298
Apprentice Hourly	1.471%	0.25	1.471%	0.25	1.471%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.077	12.220%	\$ 2.077	12.220%	\$ 2.077
P H B P -- Medical	24.210%	\$ 4.116	24.210%	\$ 4.116	24.210%	\$ 4.116
P H B P -- Medical	0.000%	\$ -	4.412%	\$ 0.750	4.412%	\$ 0.750
Dental Plan	3.040%	\$ 0.517	3.040%	\$ 0.517	3.040%	\$ 0.517
N .E .B .F .	3.000%	\$ 0.765	3.000%	\$ 0.765	3.000%	\$ 0.765
Annuity	4.412%	\$ 0.750	4.412%	\$ 0.750	5.882%	\$ 1.000
HRA	11.765%	\$ 2.000	11.765%	\$ 2.000	14.706%	\$ 2.500
DSP Percentage	20.650%	\$ 5.266	20.650%	\$ 5.266	20.650%	\$ 5.266
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.173	1.020%	\$ 0.173	1.420%	\$ 0.241
Supplemental Disability	0.300%	\$ 0.077	0.300%	\$ 0.077	0.300%	\$ 0.077
Total Rate For Benefits	84.087%	\$ 16.331	88.649%	\$ 17.106	93.461%	\$ 17.924
Total Cost Per Hour		\$ 41.831		\$ 42.606		\$ 43.424

Prevailing Rate Package for 3rd Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 19.00	19.00	\$ 19.00	19.00	\$ 19.00	19.00
	<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	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.570	3.000%	\$ 0.570	3.000%	\$ 0.570
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 3.924	20.650%	\$ 3.924	20.650%	\$ 3.924
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.300%	\$ 0.057	0.300%	\$ 0.057	0.300%	\$ 0.057
Total Rate For Benefits	82.229%	\$ 15.624	86.327%	\$ 16.402	90.674%	\$ 17.228
Total Cost Per Hour		\$ 34.624		\$ 35.402		\$ 36.228

Prevailing Rate Package for 3rd Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50	\$ 28.50
Hourly Rate	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00	\$ 19.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.048	0.250%	\$ 0.048	0.250%	\$ 0.048
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.029	0.150%	\$ 0.029
Apprentice Percentage	1.750%	\$ 0.333	1.750%	\$ 0.333	1.750%	\$ 0.333
Apprentice Hourly	1.316%	0.25	1.316%	0.25	1.316%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.322	12.220%	\$ 2.322	12.220%	\$ 2.322
P H B P -- Medical	24.210%	\$ 4.600	24.210%	\$ 4.600	24.210%	\$ 4.600
P H B P -- Medical	0.000%	\$ -	3.947%	\$ 0.750	3.947%	\$ 0.750
Dental Plan	3.040%	\$ 0.578	3.040%	\$ 0.578	3.040%	\$ 0.578
N .E .B .F .	3.000%	\$ 0.855	3.000%	\$ 0.855	3.000%	\$ 0.855
Annuity	3.947%	\$ 0.750	3.947%	\$ 0.750	5.263%	\$ 1.000
HRA	10.526%	\$ 2.000	10.526%	\$ 2.000	13.158%	\$ 2.500
DSP Percentage	20.650%	\$ 5.885	20.650%	\$ 5.885	20.650%	\$ 5.885
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.194	1.020%	\$ 0.194	1.420%	\$ 0.270
Supplemental Disability	0.300%	\$ 0.086	0.300%	\$ 0.086	0.300%	\$ 0.086
Total Rate For Benefits	82.229%	\$ 17.899	86.327%	\$ 18.677	90.674%	\$ 19.503
Total Cost Per Hour		\$ 46.399		\$ 47.177		\$ 48.003

Prevailing Rate Package for 4th Term 1st Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 21.00	21.00	\$ 21.00	21.00	\$ 21.00	21.00
	<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	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.630	3.000%	\$ 0.630	3.000%	\$ 0.630
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 4.337	20.650%	\$ 4.337	20.650%	\$ 4.337
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.300%	\$ 0.063	0.300%	\$ 0.063	0.300%	\$ 0.063
Total Rate For Benefits	80.726%	\$ 16.952	84.447%	\$ 17.734	88.419%	\$ 18.568
Total Cost Per Hour		\$ 37.952		\$ 38.734		\$ 39.568

Prevailing Rate Package for 4th Term 1st Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50	\$ 31.50
Hourly Rate	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00	\$ 21.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.053	0.250%	\$ 0.053	0.250%	\$ 0.053
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.032	0.150%	\$ 0.032
Apprentice Percentage	1.750%	\$ 0.368	1.750%	\$ 0.368	1.750%	\$ 0.368
Apprentice Hourly	1.190%	0.25	1.190%	0.25	1.190%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.566	12.220%	\$ 2.566	12.220%	\$ 2.566
P H B P -- Medical	24.210%	\$ 5.084	24.210%	\$ 5.084	24.210%	\$ 5.084
P H B P -- Medical	0.000%	\$ -	3.571%	\$ 0.750	3.571%	\$ 0.750
Dental Plan	3.040%	\$ 0.638	3.040%	\$ 0.638	3.040%	\$ 0.638
N .E .B .F .	3.000%	\$ 0.945	3.000%	\$ 0.945	3.000%	\$ 0.945
Annuity	3.571%	\$ 0.750	3.571%	\$ 0.750	4.762%	\$ 1.000
HRA	9.524%	\$ 2.000	9.524%	\$ 2.000	11.905%	\$ 2.500
DSP Percentage	20.650%	\$ 6.505	20.650%	\$ 6.505	20.650%	\$ 6.505
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.214	1.020%	\$ 0.214	1.420%	\$ 0.298
Supplemental Disability	0.300%	\$ 0.095	0.300%	\$ 0.095	0.300%	\$ 0.095
Total Rate For Benefits	80.726%	\$ 19.467	84.447%	\$ 20.249	88.419%	\$ 21.083
Total Cost Per Hour		\$ 50.967		\$ 51.749		\$ 52.583

Prevailing Rate Package for 1st Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 16.50	16.50	\$ 16.50	16.50	\$ 16.50	16.50
	<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	0.250%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.289	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.515%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.016	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.995	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.502	3.040%	\$ 0.502	3.040%	\$ 0.502
N .E .B .F .	3.000%	\$ 0.495	3.000%	\$ 0.495	3.000%	\$ 0.495
Annuity	4.545%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 3.407	20.650%	\$ 3.407	20.650%	\$ 3.407
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.168	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.300%	\$ 0.050	0.300%	\$ 0.050	0.300%	\$ 0.050
Total Rate For Benefits	72.501%	\$ 11.963	77.196%	\$ 12.737	79.111%	\$ 13.053
Total Cost Per Hour		\$ 28.463		\$ 29.237		\$ 29.553

Prevailing Rate Package for 1st Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75	\$ 24.75
Hourly Rate	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.041	0.250%	\$ 0.041	0.250%	\$ 0.041
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.025	0.150%	\$ 0.025
Apprentice Percentage	1.750%	\$ 0.289	1.750%	\$ 0.289	1.750%	\$ 0.289
Apprentice Hourly	1.515%	0.25	1.515%	0.25	1.515%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.016	12.220%	\$ 2.016	12.220%	\$ 2.016
P H B P -- Medical	24.210%	\$ 3.995	24.210%	\$ 3.995	24.210%	\$ 3.995
P H B P -- Medical	0.000%	\$ -	4.545%	\$ 0.750	4.545%	\$ 0.750
Dental Plan	3.040%	\$ 0.502	3.040%	\$ 0.502	3.040%	\$ 0.502
N .E .B .F .	3.000%	\$ 0.743	3.000%	\$ 0.743	3.000%	\$ 0.743
Annuity	4.545%	\$ 0.750	4.545%	\$ 0.750	6.061%	\$ 1.000
HRA	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
DSP Percentage	20.650%	\$ 5.111	20.650%	\$ 5.111	20.650%	\$ 5.111
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.168	1.020%	\$ 0.168	1.420%	\$ 0.234
Supplemental Disability	0.300%	\$ 0.074	0.300%	\$ 0.074	0.300%	\$ 0.074
Total Rate For Benefits	72.501%	\$ 13.938	77.196%	\$ 14.713	79.111%	\$ 15.029
Total Cost Per Hour		\$ 38.688		\$ 39.463		\$ 39.779

Prevailing Rate Package for 2nd Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 18.00	18.00	\$ 18.00	18.00	\$ 18.00	18.00
	<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	0.250%	\$ 0.045	0.250%	\$ 0.045	0.250%	\$ 0.045
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.027	0.150%	\$ 0.027
Apprentice Percentage	1.750%	\$ 0.315	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.389%	0.25	1.389%	0.25	1.389%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.200	12.220%	\$ 2.200	12.220%	\$ 2.200
P H B P -- Medical	24.210%	\$ 4.358	24.210%	\$ 4.358	24.210%	\$ 4.358
P H B P -- Medical	0.000%	\$ -	4.167%	\$ 0.750	4.167%	\$ 0.750
Dental Plan	3.040%	\$ 0.547	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.540	3.000%	\$ 0.540	3.000%	\$ 0.540
Annuity	4.167%	\$ 0.750	4.167%	\$ 0.750	5.556%	\$ 1.000
HRA	11.111%	\$ 2.000	11.111%	\$ 2.000	13.889%	\$ 2.500
DSP Percentage	20.650%	\$ 3.717	20.650%	\$ 3.717	20.650%	\$ 3.717
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.184	1.020%	\$ 0.184	1.420%	\$ 0.256
Supplemental Disability	0.300%	\$ 0.054	0.300%	\$ 0.054	0.300%	\$ 0.054
Total Rate For Benefits	83.107%	\$ 14.959	87.423%	\$ 15.736	91.990%	\$ 16.558
Total Cost Per Hour		\$ 32.959		\$ 33.736		\$ 34.558

Prevailing Rate Package for 2nd Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00
Hourly Rate	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00	\$ 18.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.045	0.250%	\$ 0.045	0.250%	\$ 0.045
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.027	0.150%	\$ 0.027
Apprentice Percentage	1.750%	\$ 0.315	1.750%	\$ 0.315	1.750%	\$ 0.315
Apprentice Hourly	1.389%	0.25	1.389%	0.25	1.389%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.200	12.220%	\$ 2.200	12.220%	\$ 2.200
P H B P -- Medical	24.210%	\$ 4.358	24.210%	\$ 4.358	24.210%	\$ 4.358
P H B P -- Medical	0.000%	\$ -	4.167%	\$ 0.750	4.167%	\$ 0.750
Dental Plan	3.040%	\$ 0.547	3.040%	\$ 0.547	3.040%	\$ 0.547
N .E .B .F .	3.000%	\$ 0.810	3.000%	\$ 0.810	3.000%	\$ 0.810
Annuity	4.167%	\$ 0.750	4.167%	\$ 0.750	5.556%	\$ 1.000
HRA	11.111%	\$ 2.000	11.111%	\$ 2.000	13.889%	\$ 2.500
DSP Percentage	20.650%	\$ 5.576	20.650%	\$ 5.576	20.650%	\$ 5.576
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.184	1.020%	\$ 0.184	1.420%	\$ 0.256
Supplemental Disability	0.300%	\$ 0.081	0.300%	\$ 0.081	0.300%	\$ 0.081
Total Rate For Benefits	83.107%	\$ 17.115	87.423%	\$ 17.892	91.990%	\$ 18.714
Total Cost Per Hour		\$ 44.115		\$ 44.892		\$ 45.714

Prevailing Rate Package for 3rd Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 20.00	20.00	\$ 20.00	20.00	\$ 20.00	20.00
	<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	0.250%	\$ 0.050	0.250%	\$ 0.050	0.250%	\$ 0.050
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.030	0.150%	\$ 0.030
Apprentice Percentage	1.750%	\$ 0.350	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.250%	0.25	1.250%	0.25	1.250%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.444	12.220%	\$ 2.444	12.220%	\$ 2.444
P H B P -- Medical	24.210%	\$ 4.842	24.210%	\$ 4.842	24.210%	\$ 4.842
P H B P -- Medical	0.000%	\$ -	3.750%	\$ 0.750	3.750%	\$ 0.750
Dental Plan	3.040%	\$ 0.608	3.040%	\$ 0.608	3.040%	\$ 0.608
N .E .B .F .	3.000%	\$ 0.600	3.000%	\$ 0.600	3.000%	\$ 0.600
Annuity	3.750%	\$ 0.750	3.750%	\$ 0.750	5.000%	\$ 1.000
HRA	10.000%	\$ 2.000	10.000%	\$ 2.000	12.500%	\$ 2.500
DSP Percentage	20.650%	\$ 4.130	20.650%	\$ 4.130	20.650%	\$ 4.130
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.204	1.020%	\$ 0.204	1.420%	\$ 0.284
Supplemental Disability	0.300%	\$ 0.060	0.300%	\$ 0.060	0.300%	\$ 0.060
Total Rate For Benefits	81.440%	\$ 16.288	85.340%	\$ 17.068	89.490%	\$ 17.898
Total Cost Per Hour		\$ 36.288		\$ 37.068		\$ 37.898

Prevailing Rate Package for 3rd Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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
OT Rate	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
Hourly Rate	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00
	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv	New%Contr	Dollar Equiv
Wage and Benefit Fund	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
JIB	0.250%	\$ 0.050	0.250%	\$ 0.050	0.250%	\$ 0.050
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.030	0.150%	\$ 0.030
Apprentice Percentage	1.750%	\$ 0.350	1.750%	\$ 0.350	1.750%	\$ 0.350
Apprentice Hourly	1.250%	0.25	1.250%	0.25	1.250%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.444	12.220%	\$ 2.444	12.220%	\$ 2.444
P H B P -- Medical	24.210%	\$ 4.842	24.210%	\$ 4.842	24.210%	\$ 4.842
P H B P -- Medical	0.000%	\$ -	3.750%	\$ 0.750	3.750%	\$ 0.750
Dental Plan	3.040%	\$ 0.608	3.040%	\$ 0.608	3.040%	\$ 0.608
N .E .B .F .	3.000%	\$ 0.900	3.000%	\$ 0.900	3.000%	\$ 0.900
Annuity	3.750%	\$ 0.750	3.750%	\$ 0.750	5.000%	\$ 1.000
HRA	10.000%	\$ 2.000	10.000%	\$ 2.000	12.500%	\$ 2.500
DSP Percentage	20.650%	\$ 6.195	20.650%	\$ 6.195	20.650%	\$ 6.195
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.204	1.020%	\$ 0.204	1.420%	\$ 0.284
Supplemental Disability	0.300%	\$ 0.090	0.300%	\$ 0.090	0.300%	\$ 0.090
Total Rate For Benefits	81.440%	\$ 18.683	85.340%	\$ 19.463	89.490%	\$ 20.293
Total Cost Per Hour		\$ 48.683		\$ 49.463		\$ 50.293

Prevailing Rate Package for 4th Term 2nd Half M Helper Wage and Benefits for those accepted into the program after 4/23/2014

Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 22.75	22.75	\$ 22.75	22.75	\$ 22.75	22.75
	<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	0.250%	\$ 0.057	0.250%	\$ 0.057	0.250%	\$ 0.057
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.034	0.150%	\$ 0.034
Apprentice Percentage	1.750%	\$ 0.398	1.750%	\$ 0.398	1.750%	\$ 0.398
Apprentice Hourly	1.099%	0.25	1.099%	0.25	1.099%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.780	12.220%	\$ 2.780	12.220%	\$ 2.780
P H B P -- Medical	24.210%	\$ 5.508	24.210%	\$ 5.508	24.210%	\$ 5.508
P H B P -- Medical	0.000%	\$ -	3.297%	\$ 0.750	3.297%	\$ 0.750
Dental Plan	3.040%	\$ 0.692	3.040%	\$ 0.692	3.040%	\$ 0.692
N .E .B .F .	3.000%	\$ 0.683	3.000%	\$ 0.683	3.000%	\$ 0.683
Annuity	3.297%	\$ 0.750	3.297%	\$ 0.750	4.396%	\$ 1.000
HRA	8.791%	\$ 2.000	8.791%	\$ 2.000	10.989%	\$ 2.500
DSP Percentage	20.650%	\$ 4.698	20.650%	\$ 4.698	20.650%	\$ 4.698
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.232	1.020%	\$ 0.232	1.420%	\$ 0.323
Supplemental Disability	0.300%	\$ 0.068	0.300%	\$ 0.068	0.300%	\$ 0.068
Total Rate For Benefits	79.627%	\$ 18.115	83.074%	\$ 18.899	86.770%	\$ 19.740
Total Cost Per Hour		\$ 40.865		\$ 41.649		\$ 42.490

Prevailing Rate Package for 4th Term 2nd Half M Helper OT Wage and Benefits for those accepted into the program after 4/23/2014
Local Union No. 3, I.B.E.W. White Plains Agreement and Working Rules effective 04/19/23 (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	\$ 34.13	\$ 34.13	\$ 34.13	\$ 34.13	\$ 34.13	\$ 34.13
Hourly Rate	\$ 22.75	\$ 22.75	\$ 22.75	\$ 22.75	\$ 22.75	\$ 22.75
	<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	0.250%	\$ 0.057	0.250%	\$ 0.057	0.250%	\$ 0.057
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.034	0.150%	\$ 0.034
Apprentice Percentage	1.750%	\$ 0.398	1.750%	\$ 0.398	1.750%	\$ 0.398
Apprentice Hourly	1.099%	0.25	1.099%	0.25	1.099%	0.25
P H B P -- Pension Trust	12.220%	\$ 2.780	12.220%	\$ 2.780	12.220%	\$ 2.780
P H B P -- Medical	24.210%	\$ 5.508	24.210%	\$ 5.508	24.210%	\$ 5.508
P H B P -- Medical	0.000%	\$ -	3.297%	\$ 0.750	3.297%	\$ 0.750
Dental Plan	3.040%	\$ 0.692	3.040%	\$ 0.692	3.040%	\$ 0.692
N .E .B .F .	3.000%	\$ 1.024	3.000%	\$ 1.024	3.000%	\$ 1.024
Annuity	3.297%	\$ 0.750	3.297%	\$ 0.750	4.396%	\$ 1.000
HRA	8.791%	\$ 2.000	8.791%	\$ 2.000	10.989%	\$ 2.500
DSP Percentage	20.650%	\$ 7.047	20.650%	\$ 7.047	20.650%	\$ 7.047
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.020%	\$ 0.232	1.020%	\$ 0.232	1.420%	\$ 0.323
Supplemental Disability	0.300%	\$ 0.102	0.300%	\$ 0.102	0.300%	\$ 0.102
Total Rate For Benefits	79.627%	\$ 20.839	83.074%	\$ 21.624	86.770%	\$ 22.465
Total Cost Per Hour		\$ 54.964		\$ 55.749		\$ 56.590