



JOINT CONFERENCE COMMITTEE

ELECTRICAL CONSTRUCTION INDUSTRY

GREATER BOSTON

2 Heritage Drive, Suite 1 • Quincy, MA 02171 • 617-969-2521 • 877-NECAIBEW

WAGE RATE MEMORANDUM

TO: All Signatories: Telecommunications and Integrated Building Systems Agreement
FROM: Local Union 103, IBEW and Boston Chapter, NECA
SUBJECT: Telecom Workers - Wage Rates, Fringe Benefits and Report Procedures
DATE: September 1, 2022

TELE

EFFECTIVE: SEPTEMBER 1, 2022 - FEBRUARY 28, 2023(2)

| | TOTAL ⁽¹⁾ WAGE | | Contributions | | | | | | | | NEIF |
|--------------------|---------------------------|----------|---------------|----------|---------|---------|---------|---------|---------|---------|--------------------|
| | PACKAGE | RATE | HBP | PEN | DI | JATF | EILMCT | NLMCC | AMF | NEBF | \SC ⁽¹⁾ |
| GEN. FOREMAN: | \$ 93.32 | \$ 55.25 | \$ 13.00 | \$ 11.38 | \$ 6.49 | \$ 0.69 | \$ 4.74 | \$ 0.01 | \$ 0.10 | \$ 1.66 | \$ 0.33 |
| FOREMAN: | 88.58 | 50.65 | 13.00 | 11.38 | 6.49 | 0.69 | 4.74 | 0.01 | 0.10 | 1.52 | 0.30 |
| SENIOR TECH.: | 86.20 | 48.34 | 13.00 | 11.38 | 6.49 | 0.69 | 4.74 | 0.01 | 0.10 | 1.45 | 0.29 |
| TECHNICIAN: | 83.83 | 46.04 | 13.00 | 11.38 | 6.49 | 0.69 | 4.74 | 0.01 | 0.10 | 1.38 | 0.28 |
| APPRENTICES: | | | | | | | | | | | |
| 1st Period(A) 45% | 39.88 | 20.72 | 13.00 | - | - | 0.69 | 4.74 | 0.01 | 0.10 | 0.62 | 0.12 |
| 2nd Period(B) 45% | 39.88 | 20.72 | 13.00 | - | - | 0.69 | 4.74 | 0.01 | 0.10 | 0.62 | 0.12 |
| 3rd Period(C) 50% | 56.88 | 23.02 | 13.00 | 11.38 | 3.25 | 0.69 | 4.74 | 0.01 | 0.10 | 0.69 | 0.14 |
| 4th Period(D) 50% | 56.88 | 23.02 | 13.00 | 11.38 | 3.25 | 0.69 | 4.74 | 0.01 | 0.10 | 0.69 | 0.14 |
| 5th Period(E) 55% | 59.57 | 25.32 | 13.00 | 11.38 | 3.57 | 0.69 | 4.74 | 0.01 | 0.10 | 0.76 | 0.15 |
| 6th Period(F) 60% | 62.26 | 27.62 | 13.00 | 11.38 | 3.89 | 0.69 | 4.74 | 0.01 | 0.10 | 0.83 | 0.17 |
| 7th Period(G) 65% | 64.97 | 29.93 | 13.00 | 11.38 | 4.22 | 0.69 | 4.74 | 0.01 | 0.10 | 0.90 | 0.18 |
| 8th Period(H) 70% | 67.66 | 32.23 | 13.00 | 11.38 | 4.54 | 0.69 | 4.74 | 0.01 | 0.10 | 0.97 | 0.19 |
| 9th Period(I) 75% | 70.36 | 34.53 | 13.00 | 11.38 | 4.87 | 0.69 | 4.74 | 0.01 | 0.10 | 1.04 | 0.21 |
| 10th Period(J) 80% | 73.04 | 36.83 | 13.00 | 11.38 | 5.19 | 0.69 | 4.74 | 0.01 | 0.10 | 1.10 | 0.22 |

EFFECTIVE: MARCH 1, 2023 - AUGUST 31, 2023 (2)

| | TOTAL ⁽¹⁾ WAGE | | Contributions | | | | | | | | NEIF |
|--------------------|---------------------------|----------|---------------|----------|---------|---------|---------|---------|---------|---------|--------------------|
| | PACKAGE | RATE | HBP | PEN | DI | JATF | EILMCT | NLMCC | AMF | NEBF | \SC ⁽¹⁾ |
| GEN. FOREMAN: | \$ 95.79 | \$ 56.85 | \$ 13.00 | \$ 11.63 | \$ 6.58 | \$ 0.71 | \$ 5.20 | \$ 0.01 | \$ 0.10 | \$ 1.71 | \$ 0.34 |
| FOREMAN: | 90.91 | 52.12 | 13.00 | 11.63 | 6.58 | 0.71 | 5.20 | 0.01 | 0.10 | 1.56 | 0.31 |
| SENIOR TECH.: | 88.47 | 49.75 | 13.00 | 11.63 | 6.58 | 0.71 | 5.20 | 0.01 | 0.10 | 1.49 | 0.30 |
| TECHNICIAN: | 86.03 | 47.38 | 13.00 | 11.63 | 6.58 | 0.71 | 5.20 | 0.01 | 0.10 | 1.42 | 0.28 |
| APPRENTICES: | | | | | | | | | | | |
| 1st Period(A) 45% | 40.98 | 21.32 | 13.00 | - | - | 0.71 | 5.20 | 0.01 | 0.10 | 0.64 | 0.13 |
| 2nd Period(B) 45% | 40.98 | 21.32 | 13.00 | - | - | 0.71 | 5.20 | 0.01 | 0.10 | 0.64 | 0.13 |
| 3rd Period(C) 50% | 58.34 | 23.69 | 13.00 | 11.63 | 3.29 | 0.71 | 5.20 | 0.01 | 0.10 | 0.71 | 0.14 |
| 4th Period(D) 50% | 58.34 | 23.69 | 13.00 | 11.63 | 3.29 | 0.71 | 5.20 | 0.01 | 0.10 | 0.71 | 0.14 |
| 5th Period(E) 55% | 61.11 | 26.06 | 13.00 | 11.63 | 3.62 | 0.71 | 5.20 | 0.01 | 0.10 | 0.78 | 0.16 |
| 6th Period(F) 60% | 63.88 | 28.43 | 13.00 | 11.63 | 3.95 | 0.71 | 5.20 | 0.01 | 0.10 | 0.85 | 0.17 |
| 7th Period(G) 65% | 66.65 | 30.80 | 13.00 | 11.63 | 4.28 | 0.71 | 5.20 | 0.01 | 0.10 | 0.92 | 0.18 |
| 8th Period(H) 70% | 69.43 | 33.17 | 13.00 | 11.63 | 4.61 | 0.71 | 5.20 | 0.01 | 0.10 | 1.00 | 0.20 |
| 9th Period(I) 75% | 72.20 | 35.54 | 13.00 | 11.63 | 4.94 | 0.71 | 5.20 | 0.01 | 0.10 | 1.07 | 0.21 |
| 10th Period(J) 80% | 74.96 | 37.91 | 13.00 | 11.63 | 5.26 | 0.71 | 5.20 | 0.01 | 0.10 | 1.14 | 0.23 |

1) NEIFSC excluded from total package. 2) Wage/Fringe Allocation Subject to Change

TELECOMMUNICATIONS AND IBS AGREEMENT -- LOCAL UNION 103, IBEW AND BOSTON CHAPTER, NECA

CONTRIBUTIONS

| | | as of | <u>9/1/2022</u> | <u>3/1/2023⁽²⁾</u> | |
|------------------------------------|---|-------|-----------------------------------|-------------------------------|-----------|
| HBP | Health Benefit Plan | | \$ 13.00 | 13.00 | per hour |
| PEN | Local 103 Pension Fund | | \$ 11.38 | 11.63 | per hour |
| DI | Deferred Income Fund | | See breakdown for applicable rate | | |
| JATF | Joint Apprenticeship and Training Fund | | \$ 0.69 | 0.71 | per hour |
| EILMCT | Electrical Industry Labor-Mgmt. Cooperation Trust | | \$ 4.74 | 5.20 | per hour |
| NLMCC | National Labor-Management Cooperation Committee* | | \$ 0.01 | 0.01 | per hour* |
| AMF | Administrative Maintenance Fund* | | \$ 0.10 | 0.10 | per hour* |
| NEBF | National Electrical Benefit Fund | | 3% of gross payroll | | |
| NEIF\SC | National Electrical Industry Fund\Service Charge* | | 0.6% of gross payroll* | | |
| * Capped at 150,000 hours per year | | | | | |

DEDUCTIONS:

| | | <u>9/1/2022</u> | <u>3/1/2023⁽²⁾</u> | | |
|---|---------------------------|-----------------------|-------------------------------|----------|----------|
| WORKING ASSESSMENT (for all workers, except apprentices): | | 2.5% of gross payroll | | | |
| WORKING ASSESSMENT (for all apprentices): | | 2% of gross payroll | | | |
| HOLIDAY\VACATION FUND | General Foremen | \$ 1.38 | \$ 1.40 | per hour | |
| | Foremen | \$ 1.38 | \$ 1.40 | per hour | |
| | Senior Systems Technician | \$ 1.38 | \$ 1.40 | per hour | |
| | Technician | \$ 1.38 | \$ 1.40 | per hour | |
| | Apprentices | | | | |
| | 1st Period(A) | 45% | n/a | n/a | per hour |
| | 2nd Period(B) | 45% | n/a | n/a | per hour |
| | 3rd Period(C) | 50% | \$ 0.69 | \$ 0.70 | per hour |
| | 4th Period(D) | 50% | \$ 0.69 | \$ 0.70 | per hour |
| | 5th Period(E) | 55% | \$ 0.76 | \$ 0.77 | per hour |
| | 6th Period(F) | 60% | \$ 0.83 | \$ 0.84 | per hour |
| | 7th Period(G) | 65% | \$ 0.90 | \$ 0.91 | per hour |
| | 8th Period(H) | 70% | \$ 0.97 | \$ 0.98 | per hour |
| | 9th Period(I) | 75% | \$ 1.04 | \$ 1.05 | per hour |
| | 10th Period(J) | 80% | \$ 1.11 | \$ 1.12 | per hour |

1) NEIF\SC excluded from total package. 2) Wage/Fringe Allocation Subject to Change

MONTHLY REPORTING PROCEDURES

- All employers are encouraged to utilize the online "iRemit" reporting system. To enroll, contact the Trust Fund Office at 617-288-5999.
- Reports should be filed and payments made not later than 15 calendar days following the end of each calendar month.

Louis J. Antonellis, Business Manager
Local Union 103, IBEW

Kristen Gowin, Executive Manager
Boston Chapter, NECA