



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: Principal Inside Agreement
FROM: Local Union 103, IBEW and Boston Chapter, NECA
SUBJECT: Electrical Workers - Wage Rates, Fringe Benefits and Report Procedures
DATE: March 1, 2023

INSIDE

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:	\$ 113.56	\$ 71.08	\$ 13.00	\$ 11.63	\$ 8.22	\$ 0.89	\$ 6.50	\$ 0.01	\$ 0.10	\$ 2.13	\$ 0.43	
FOREMAN:	107.45	65.15	13.00	11.63	8.22	0.89	6.50	0.01	0.10	1.95	0.39	
JOURNEYMAN:	101.36	59.23	13.00	11.63	8.22	0.89	6.50	0.01	0.10	1.78	0.36	
APPRENTICES:												
1st Period(A) 40%	44.90	23.69	13.00	-	-	0.89	6.50	0.01	0.10	0.71	0.14	
2nd Period(B) 40%	44.90	23.69	13.00	-	-	0.89	6.50	0.01	0.10	0.71	0.14	
3rd Period(C) 45%	63.28	26.65	13.00	11.63	3.70	0.89	6.50	0.01	0.10	0.80	0.16	
4th Period(D) 45%	63.28	26.65	13.00	11.63	3.70	0.89	6.50	0.01	0.10	0.80	0.16	
5th Period(E) 50%	66.75	29.62	13.00	11.63	4.11	0.89	6.50	0.01	0.10	0.89	0.18	
6th Period(F) 55%	70.21	32.58	13.00	11.63	4.52	0.89	6.50	0.01	0.10	0.98	0.20	
7th Period(G) 60%	73.67	35.54	13.00	11.63	4.93	0.89	6.50	0.01	0.10	1.07	0.21	
8th Period(H) 65%	77.13	38.50	13.00	11.63	5.34	0.89	6.50	0.01	0.10	1.16	0.23	
9th Period(I) 70%	80.58	41.46	13.00	11.63	5.75	0.89	6.50	0.01	0.10	1.24	0.25	
10th Period(J) 75%	84.05	44.42	13.00	11.63	6.17	0.89	6.50	0.01	0.10	1.33	0.27	

PRINCIPAL INSIDE AGREEMENT -- LOCAL UNION 103, IBEW AND BOSTON CHAPTER, NECA

CONTRIBUTIONS

as of 3/1/2023⁽²⁾

HBP	Health Benefit Plan	13.00 per hour
PEN	Local 103 Pension Fund	11.63 per hour
DI	Deferred Income Fund	See breakdown for applicable rate
JATF	Joint Apprenticeship and Training Fund	0.89 per hour
EILMCT	Electrical Industry Labor-Mgmt. Cooperation Trust	6.50 per hour
NLMCC	National Labor-Management Cooperation Committee*	0.01 per hour*
AMF	Administrative Maintenance Fund*	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:

3/1/2023⁽²⁾

WORKING ASSESSMENT (for all workers, except apprentices):	2.50%	of gross payroll
WORKING ASSESSMENT (for all apprentices):	\$ 1.28	per hour
COPEIPAC Deduction (voluntary)	\$ 0.04	per hour
HOLIDAY/VACATION FUND	\$ 1.75	per hour
General Foremen	\$ 1.75	per hour
Foremen	\$ 1.75	per hour
Journeyman Wiremen	\$ 1.75	per hour
Apprentices		
1st Period(A) 40%	n/a	per hour
2nd Period(B) 40%	n/a	per hour
3rd Period(C) 45%	\$ 0.79	per hour
4th Period(D) 45%	\$ 0.79	per hour
5th Period(E) 50%	\$ 0.88	per hour
6th Period(F) 55%	\$ 0.96	per hour
7th Period(G) 60%	\$ 1.05	per hour
8th Period(H) 65%	\$ 1.14	per hour
9th Period(I) 70%	\$ 1.23	per hour
10th Period(J) 75%	\$ 1.31	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