



**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, 2024

**INSIDE**

**EFFECTIVE: MARCH 1, 2024 - AUGUST 31, 2024**

	TOTAL <sup>(1)</sup>	WAGE	Contributions							NEIF	
			PACKAGE	RATE	HBP	PEN	DI	JATF	EILMCT		NLMCC
GEN. FOREMAN:	\$117.85	\$74.23	\$ 13.00	\$ 12.13	\$ 8.22	\$ 0.93	\$ 7.00	\$ 0.01	\$ 0.10	\$ 2.23	\$ 0.45
FOREMAN:	111.48	68.05	13.00	12.13	8.22	0.93	7.00	0.01	0.10	2.04	0.41
JOURNEYMAN:	105.11	61.86	13.00	12.13	8.22	0.93	7.00	0.01	0.10	1.86	0.37
APPRENTICES:											
1st Period(A) 40%	46.52	24.74	13.00	-	-	0.93	7.00	0.01	0.10	0.74	0.15
2nd Period(B) 40%	46.52	24.74	13.00	-	-	0.93	7.00	0.01	0.10	0.74	0.15
3rd Period(C) 45%	65.55	27.84	13.00	12.13	3.70	0.93	7.00	0.01	0.10	0.84	0.17
4th Period(D) 45%	65.55	27.84	13.00	12.13	3.70	0.93	7.00	0.01	0.10	0.84	0.17
5th Period(E) 50%	69.14	30.93	13.00	12.13	4.11	0.93	7.00	0.01	0.10	0.93	0.19
6th Period(F) 55%	72.73	34.02	13.00	12.13	4.52	0.93	7.00	0.01	0.10	1.02	0.20
7th Period(G) 60%	76.33	37.12	13.00	12.13	4.93	0.93	7.00	0.01	0.10	1.11	0.22
8th Period(H) 65%	79.93	40.21	13.00	12.13	5.34	0.93	7.00	0.01	0.10	1.21	0.24
9th Period(I) 70%	83.52	43.30	13.00	12.13	5.75	0.93	7.00	0.01	0.10	1.30	0.26
10th Period(J) 75%	87.13	46.40	13.00	12.13	6.17	0.93	7.00	0.01	0.10	1.39	0.28

1) NEIF\ISC excluded from total package. 2) See Page 2 for report procedures.  
 2) Membership allocated to Annivesary Fund for 2 years until August 31, 2025.

**Future Wage\Fringe allocations subject to change. Contact Chapter Office for updated rates.**

	TOTAL <sup>(1)</sup>	WAGE	Contributions							NEIF		
			PACKAGE	RATE	HBP	PEN	DI	JATF	EILMCT		NLMCC	AMF
<b>EFFECTIVE: SEPTEMBER 1, 2024 - FEBRUARY 28, 2025</b>												
JOURNEYMAN:	107.11	63.78	13.00	12.13	8.22	0.96	7.00	0.01	0.10	1.91	0.38	
<b>EFFECTIVE: MARCH 1, 2025 - AUGUST 31, 2025</b>												
JOURNEYMAN	108.86	64.98	13.00	12.13	8.22	0.97	7.50	0.01	0.10	1.95	0.39	
<b>EFFECTIVE: SEPTEMBER 1, 2025 - FEBRUARY 28, 2026</b>												
JOURNEYMAN	110.86	66.89	13.00	12.13	8.22	1.00	7.50	0.01	0.10	2.01	0.40	
<b>EFFECTIVE: MARCH 1, 2026 - AUGUST 31, 2026</b>												
JOURNEYMAN	112.61	68.09	13.00	12.13	8.22	1.02	8.00	0.01	0.10	2.04	0.41	
<b>EFFECTIVE: SEPTEMBER 1, 2026 - FEBRUARY 28, 2027</b>												
JOURNEYMAN	114.61	70.00	13.00	12.13	8.22	1.05	8.00	0.01	0.10	2.10	0.42	
<b>EFFECTIVE: MARCH 1, 2027 - AUGUST 31, 2027</b>												
JOURNEYMAN	116.36	71.19	13.00	12.13	8.22	1.07	8.50	0.01	0.10	2.14	0.43	
<b>EFFECTIVE: SEPTEMBER 1, 2027 - FEBRUARY 29, 2028</b>												
JOURNEYMAN	118.36	73.11	13.00	12.13	8.22	1.10	8.50	0.01	0.10	2.19	0.44	
<b>EFFECTIVE: MARCH 1, 2028 - AUGUST 31, 2028</b>												
JOURNEYMAN	120.11	74.31	13.00	12.13	8.22	1.11	9.00	0.01	0.10	2.23	0.45	

1) NEIF\ISC excluded from total package.  
 2) Membership allocated to Annivesary Fund for 2 years until August 31, 2025.

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

**CONTRIBUTIONS**

		as of	3/1/24	9/1/24	
HBP	Health Benefit Plan		\$ 13.00	\$ 13.00	per hour
PEN	Local 103 Pension Fund		\$ 12.13	\$ 12.13	per hour
DI	Deferred Income Fund		See breakdown for applicable rate		
JATF	Joint Apprenticeship and Training Fund		\$ 0.93	\$ 0.96	per hour
EILMCT	Electrical Industry Labor-Mgmt. Cooperation Trust		\$ 7.00	\$ 7.00	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:**

WORKING ASSESSMENT (for all workers):		2.50% of gross wages			
WORKING ASSESSMENT (for all apprentices):		\$ 1.28 per hour			
ADDED WORKING DUES - ANNIVERSARY FUND <sup>(2)</sup>		\$ 0.25 per hour			
COPE\PAC Deduction (voluntary)		\$ 0.04 per hour			
HOLIDAY/VACATION FUND	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	

**MONTHLY REPORTING PROCEDURES**

- All employers are required 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.

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

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Kristen E. Gowin, Executive Manager  
Boston Chapter, NECA