



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: September 1, 2025

INSIDE

EFFECTIVE: SEPTEMBER 1, 2025 - FEBRUARY 28, 2026

	TOTAL ⁽¹⁾	WAGE	Contributions								NECA \SC ⁽¹⁾
			PACKAGE	RATE	HBP	PEN	DI	JATF	EILMCT	NLMCC	
GEN. FOREMAN:	\$124.48	\$79.40	\$ 13.00	\$ 12.38	\$ 8.72	\$ 0.99	\$ 7.50	\$ 0.01	\$ 0.10	\$ 2.38	\$ 0.48
FOREMAN:	117.67	72.79	13.00	12.38	8.72	0.99	7.50	0.01	0.10	2.18	0.44
JOURNEYMAN:	110.86	66.17	13.00	12.38	8.72	0.99	7.50	0.01	0.10	1.99	0.40
APPRENTICES:											
1st Period(A) 40%	48.86	26.47	13.00	-	-	0.99	7.50	0.01	0.10	0.79	0.16
2nd Period(B) 40%	48.86	26.47	13.00	-	-	0.99	7.50	0.01	0.10	0.79	0.16
3rd Period(C) 45%	68.57	29.78	13.00	12.38	3.92	0.99	7.50	0.01	0.10	0.89	0.18
4th Period(D) 45%	68.57	29.78	13.00	12.38	3.92	0.99	7.50	0.01	0.10	0.89	0.18
5th Period(E) 50%	72.42	33.09	13.00	12.38	4.36	0.99	7.50	0.01	0.10	0.99	0.20
6th Period(F) 55%	76.26	36.39	13.00	12.38	4.80	0.99	7.50	0.01	0.10	1.09	0.22
7th Period(G) 60%	80.10	39.70	13.00	12.38	5.23	0.99	7.50	0.01	0.10	1.19	0.24
8th Period(H) 65%	83.95	43.01	13.00	12.38	5.67	0.99	7.50	0.01	0.10	1.29	0.26
9th Period(I) 70%	87.79	46.32	13.00	12.38	6.10	0.99	7.50	0.01	0.10	1.39	0.28
10th Period(J) 75%	91.64	49.63	13.00	12.38	6.54	0.99	7.50	0.01	0.10	1.49	0.30

EFFECTIVE: MARCH 1, 2026 - AUGUST 31, 2026

	TOTAL ⁽¹⁾	WAGE	Contributions								NECA \SC ⁽¹⁾
			PACKAGE	RATE	HBP	PEN	DI	JATF	EILMCT	NLMCC	
GEN. FOREMAN:	\$126.38	\$80.23	\$ 13.00	\$ 12.63	\$ 9.00	\$ 1.00	\$ 8.00	\$ 0.01	\$ 0.10	\$ 2.41	\$ 0.48
FOREMAN:	119.50	73.55	13.00	12.63	9.00	1.00	8.00	0.01	0.10	2.21	0.44
JOURNEYMAN:	112.61	66.86	13.00	12.63	9.00	1.00	8.00	0.01	0.10	2.01	0.40
APPRENTICES:											
1st Period(A) 40%	49.65	26.74	13.00	-	-	1.00	8.00	0.01	0.10	0.80	0.16
2nd Period(B) 40%	49.65	26.74	13.00	-	-	1.00	8.00	0.01	0.10	0.80	0.16
3rd Period(C) 45%	69.78	30.09	13.00	12.63	4.05	1.00	8.00	0.01	0.10	0.90	0.18
4th Period(D) 45%	69.78	30.09	13.00	12.63	4.05	1.00	8.00	0.01	0.10	0.90	0.18
5th Period(E) 50%	73.67	33.43	13.00	12.63	4.50	1.00	8.00	0.01	0.10	1.00	0.20
6th Period(F) 55%	77.56	36.77	13.00	12.63	4.95	1.00	8.00	0.01	0.10	1.10	0.22
7th Period(G) 60%	81.46	40.12	13.00	12.63	5.40	1.00	8.00	0.01	0.10	1.20	0.24
8th Period(H) 65%	85.35	43.46	13.00	12.63	5.85	1.00	8.00	0.01	0.10	1.30	0.26
9th Period(I) 70%	89.24	46.80	13.00	12.63	6.30	1.00	8.00	0.01	0.10	1.40	0.28
10th Period(J) 75%	93.14	50.15	13.00	12.63	6.75	1.00	8.00	0.01	0.10	1.50	0.30

1) NECA\SC excluded from total package.
 2) See Page 2 for report procedures.

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

	TOTAL ⁽¹⁾ WAGE		Contributions								NECA \SC ⁽¹⁾	
	PACKAGE	RATE	HBP	PEN	DI	JATF	EILMCT	NLMCC	AMF	NEBF		
EFFECTIVE: SEPTEMBER 1, 2026 - FEBRUARY 28, 2027												
JOURNEYMAN	114.61	68.78	13.00	12.63	9.00	1.03	8.00	0.01	0.10	2.06	0.41	
EFFECTIVE: MARCH 1, 2027 - AUGUST 31, 2027												
JOURNEYMAN	116.36	69.97	13.00	12.63	9.00	1.05	8.50	0.01	0.10	2.10	0.42	
EFFECTIVE: SEPTEMBER 1, 2027 - FEBRUARY 29, 2028												
JOURNEYMAN	118.36	71.88	13.00	12.63	9.00	1.08	8.50	0.01	0.10	2.16	0.43	
EFFECTIVE: MARCH 1, 2028 - AUGUST 31, 2028												
JOURNEYMAN	120.11	73.08	13.00	12.63	9.00	1.10	9.00	0.01	0.10	2.19	0.44	

1) NECA\SC excluded from total package.

CONTRIBUTIONS

		as of	9/1/25	3/1/26	
HBP	Health Benefit Plan		\$ 13.00	\$ 13.00	per hour
PEN	Local 103 Pension Fund		\$ 12.38	\$ 12.63	per hour
DI	Deferred Income Fund		See breakdown for applicable rate		
JATF	Joint Apprenticeship and Training Fund		\$ 0.99	\$ 1.00	per hour
EILMCT	Electrical Industry Labor-Mgmt. Cooperation Trust		\$ 7.50	\$ 8.00	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		
NECA\SC	National Electrical Contractors Association\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
COPE\PAC Deduction (voluntary)		\$ 0.04 per hour
HOLIDAY\VACATION FUND	General Foremen	\$ 2.25 per hour
	Foremen	\$ 2.25 per hour
	Journeyman Wiremen	\$ 2.25 per hour
	Apprentices	
	1st Period(A)	40% n/a per hour
	2nd Period(B)	40% n/a per hour
	3rd Period(C)	45% \$ 1.01 per hour
	4th Period(D)	45% \$ 1.01 per hour
	5th Period(E)	50% \$ 1.13 per hour
	6th Period(F)	55% \$ 1.24 per hour
7th Period(G)	60% \$ 1.35 per hour	
8th Period(H)	65% \$ 1.46 per hour	
9th Period(I)	70% \$ 1.58 per hour	
10th Period(J)	75% \$ 1.69 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.

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

Kristen E. Gowin, Executive Manager
Boston Chapter, NECA