



# JOINT CONFERENCE COMMITTEE

ELECTRICAL CONSTRUCTION INDUSTRY

GREATER BOSTON

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

## SHIFT RATE MEMORANDUM

**TO:** All Signatories, Principal Agreement (Boston & Vicinity)  
**FROM:** Local Union 103, IBEW and Boston Chapter, NECA  
**SUBJECT:** SHIFT WORK Wage Rates, Fringe Benefits and Report Procedures  
**DATE:** September 1, 2025

The appropriate journeyman rates for work performed under the SHIFT WORK CLAUSE are as follows:      Effective: **1-SEP-2025 thru 28-FEB-2026**

### 1st SHIFT

1st Shift Hourly Rate:      \$66.17 per hour  
 Pay for Shift: 8 hours x shift rate      (8 x \$66.17 ) =      \$529.36 per shift  
 1st Shift Overtime Rate:      \$529.36 / 8 hours worked x 1½ =      \$99.26 per hour

### 2nd SHIFT

2nd Shift Hourly Rate:      \$66.17 + 17.3% =      \$77.62 per hour  
 Pay for Shift: 8 hours x shift rate      (8 x \$77.62 ) =      \$620.96 per shift  
 2nd Shift Overtime Rate:      \$620.96 / 8 hrs. worked x 1½ =      \$116.43 per hour

### 3rd SHIFT

3rd Shift Hourly Rate:      \$66.17 + 31.4% =      \$86.95 per hour  
 Pay for Shift: 8 hours x shift rate      (8 x \$86.95 ) =      \$695.60 per shift  
 3rd Shift Overtime Rate:      \$695.60 / 8 hours worked x 1½ =      \$130.43 per hour

### NOTES: For work performed under the shift clause:

SHIFT RATES for General Foreman, Foreman, and Apprentices are based on the Journeyman Shift respective regular hourly rate plus the shift differential:

e.g. 2nd Shift Foreman Rate =      \$72.79 + 17.3% =      \$85.38 per hour

PAY FOR SHIFT equals applicable shift hourly rate times 8 hours.

PAY FOR PARTIAL SHIFTS equals applicable shift hourly rate times ACTUAL HOURS

WORKED e.g. 5 hours for 2nd Shift Foreman =      \$85.38 x 5 hrs. =      \$426.90

OVERTIME RATES are based on the Shift hourly rate times 1½

On Shift Work between 8:00 a.m. Saturday and 8:00 a.m. Monday, the regular overtime rates in the Agreement shall apply. The overtime rate for any shift shall not exceed 2 times the regular hourly rate of pay; e.g. Journeyman maximum rate =      \$66.17 x 2 =      \$132.34

TOTAL CLOCK HOURS, as entered on the Monthly Report Form, should equal actual hours *paid*.

FRINGE BENEFITS on shift work are contributed on the actual hours *paid* (8 hours per shift) without regard to premium rates.

See page 2 for complete rate information.

See page 3 for complete report procedures.

FIRST SHIFT	TOTAL <sup>1</sup>	WAGE	CONTRIBUTIONS <sup>2</sup>								NECA <sup>1</sup>
	PACKAGE	RATE	H&W	PEN	DI	JATF	EILMCT	NLMCC	AMF	NEBF	ISC
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)	\$ 48.86	\$ 26.47	\$ 13.00	\$ -	\$ -	\$ 0.99	\$ 7.50	\$ 0.01	\$ 0.10	\$ 0.79	\$ 0.16
2nd Period(B)	48.86	26.47	13.00	0.00	0.00	0.99	7.50	0.01	0.10	0.79	0.16
3rd Period(C)	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)	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)	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)	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)	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)	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)	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)	91.64	49.63	13.00	12.38	6.54	0.99	7.50	0.01	0.10	1.49	0.30
<b>SECOND SHIFT</b>	<b>TOTAL<sup>1</sup></b>	<b>WAGE</b>	<b>CONTRIBUTIONS<sup>2</sup></b>								<b>NECA<sup>1</sup></b>
	<b>PACKAGE</b>	<b>RATE</b>	<b>H&amp;W</b>	<b>PEN</b>	<b>DI</b>	<b>JATF</b>	<b>EILMCT</b>	<b>NLMCC</b>	<b>AMF</b>	<b>NEBF</b>	<b>ISC</b>
GEN. FOREMAN:	\$ 138.63	93.14	\$ 13.00	\$ 12.38	\$ 8.72	\$ 0.99	\$ 7.50	\$ 0.01	\$ 0.10	\$ 2.79	\$ 0.56
FOREMAN:	130.64	85.38	13.00	12.38	8.72	0.99	7.50	0.01	0.10	2.56	0.51
JOURNEYMAN:	122.65	77.62	13.00	12.38	8.72	0.99	7.50	0.01	0.10	2.33	0.47
APPRENTICES:											
1st Period(A)	\$ 53.58	\$ 31.05	\$ 13.00	\$ -	\$ -	\$ 0.99	\$ 7.50	\$ 0.01	\$ 0.10	\$ 0.93	\$ 0.19
2nd Period(B)	53.58	31.05	13.00	-	-	0.99	7.50	0.01	0.10	0.93	0.19
3rd Period(C)	73.88	34.93	13.00	12.38	3.92	0.99	7.50	0.01	0.10	1.05	0.21
4th Period(D)	73.88	34.93	13.00	12.38	3.92	0.99	7.50	0.01	0.10	1.05	0.21
5th Period(E)	78.31	38.81	13.00	12.38	4.36	0.99	7.50	0.01	0.10	1.16	0.23
6th Period(F)	82.75	42.69	13.00	12.38	4.80	0.99	7.50	0.01	0.10	1.28	0.26
7th Period(G)	87.18	46.57	13.00	12.38	5.23	0.99	7.50	0.01	0.10	1.40	0.28
8th Period(H)	91.61	50.45	13.00	12.38	5.67	0.99	7.50	0.01	0.10	1.51	0.30
9th Period(I)	96.04	54.33	13.00	12.38	6.10	0.99	7.50	0.01	0.10	1.63	0.33
10th Period(J)	100.49	58.22	13.00	12.38	6.54	0.99	7.50	0.01	0.10	1.75	0.35
<b>THIRD SHIFT</b>	<b>TOTAL<sup>1</sup></b>	<b>WAGE</b>	<b>CONTRIBUTIONS<sup>2</sup></b>								<b>NECA<sup>1</sup></b>
	<b>PACKAGE</b>	<b>RATE</b>	<b>H&amp;W</b>	<b>PEN</b>	<b>DI</b>	<b>JATF</b>	<b>EILMCT</b>	<b>NLMCC</b>	<b>AMF</b>	<b>NEBF</b>	<b>ISC</b>
GEN. FOREMAN:	\$ 150.17	\$ 104.34	\$ 13.00	\$ 12.38	\$ 8.72	\$ 0.99	\$ 7.50	\$ 0.01	\$ 0.10	\$ 3.13	\$ 0.63
FOREMAN:	141.22	95.65	13.00	12.38	8.72	0.99	7.50	0.01	0.10	2.87	0.57
JOURNEYMAN:	132.26	86.95	13.00	12.38	8.72	0.99	7.50	0.01	0.10	2.61	0.52
APPRENTICES:											
1st Period(A)	\$ 57.42	\$ 34.78	\$ 13.00	\$ -	\$ -	\$ 0.99	\$ 7.50	\$ 0.01	\$ 0.10	\$ 1.04	\$ 0.21
2nd Period(B)	57.42	34.78	13.00	-	-	0.99	7.50	0.01	0.10	1.04	0.21
3rd Period(C)	78.20	39.13	13.00	12.38	3.92	0.99	7.50	0.01	0.10	1.17	0.23
4th Period(D)	78.20	39.13	13.00	12.38	3.92	0.99	7.50	0.01	0.10	1.17	0.23
5th Period(E)	83.12	43.48	13.00	12.38	4.36	0.99	7.50	0.01	0.10	1.30	0.26
6th Period(F)	88.03	47.82	13.00	12.38	4.80	0.99	7.50	0.01	0.10	1.43	0.29
7th Period(G)	92.95	52.17	13.00	12.38	5.23	0.99	7.50	0.01	0.10	1.57	0.31
8th Period(H)	97.87	56.52	13.00	12.38	5.67	0.99	7.50	0.01	0.10	1.70	0.34
9th Period(I)	102.78	60.87	13.00	12.38	6.10	0.99	7.50	0.01	0.10	1.83	0.37
10th Period(J)	107.69	65.21	13.00	12.38	6.54	0.99	7.50	0.01	0.10	1.96	0.39

**NOTES:**

- 1) Package Totals Exclude NECA\ISC.
- 2) See page 3 for complete report procedures.

ELECTRICAL WORKERS: LOCAL UNION 103, IBEW AND BOSTON CHAPTER, NECA  
SHIFT RATES AND FRINGE BENEFITS: INSIDE AGREEMENT (BOSTON & VICINITY)

1-SEP-2025 thru 28-FEB-2026

---

REPORT PROCEDURES:

CONTRIBUTIONS

as of 9/1/25

HBP	Health Benefit Plan	\$ 13.00 per hour
PEN	Local 103 Pension Fund	\$ 12.38 per hour
DI	Deferred Income Fund	See breakdown for applicable rate
JATF	Joint Apprenticeship and Training Fund	\$ 0.99 per hour
EILMCT	Electrical Industry Labor-Mgmt. Cooperation Trust	\$ 7.50 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
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, except apprentices):	2.50% of gross payroll
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%	\$ - per hour
2nd Period(B) 40%	\$ - 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 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