



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: March 1, 2023

TELE

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

	TOTAL ⁽¹⁾	WAGE	Contributions								NEIF ISC ⁽¹⁾	
			PACKAGE	RATE	HBP	PEN	DI	JATF	EILMCT	NLMCC		AMF
GEN. FOREMAN:	\$ 95.80	\$ 56.86	\$ 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%	74.95	37.90	13.00	11.63	5.26	0.71	5.20	0.01	0.10	1.14	0.23	

TELECOMMUNICATIONS AND IBS 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		0.71 per hour
EILMCT	Electrical Industry Labor-Mgmt. Cooperation Trust		5.20 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):		2.5% of gross payroll
WORKING ASSESSMENT (for all apprentices):		2% of gross payroll
HOLIDAY/VACATION FUND	General Foremen	\$ 1.40 per hour
	Foremen	\$ 1.40 per hour
	Senior Systems Technician	\$ 1.40 per hour
	Technician	\$ 1.40 per hour
	Apprentices	
	1st Period(A) 45%	n/a per hour
	2nd Period(B) 45%	n/a per hour
	3rd Period(C) 50%	\$ 0.70 per hour
	4th Period(D) 50%	\$ 0.70 per hour
	5th Period(E) 55%	\$ 0.77 per hour
	6th Period(F) 60%	\$ 0.84 per hour
	7th Period(G) 65%	\$ 0.91 per hour
	8th Period(H) 70%	\$ 0.98 per hour
	9th Period(I) 75%	\$ 1.05 per hour
	10th Period(J) 80%	\$ 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.