



**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, 2024

**TELE**

EFFECTIVE: MARCH 1, 2024 - AUGUST 31, 2024

	TOTAL <sup>(1)</sup> WAGE		Contributions								NEIF
	PACKAGE	RATE	HBP	PEN	DI	JATF	EILMCT	NLMCC	AMF	NEBF	\SC <sup>(1)</sup>
GEN. FOREMAN:	\$ 99.33	\$ 59.39	\$ 13.00	\$ 12.13	\$ 6.58	\$ 0.74	\$ 5.60	\$ 0.01	\$ 0.10	\$ 1.78	\$ 0.36
FOREMAN:	94.23	54.44	13.00	12.13	6.58	0.74	5.60	0.01	0.10	1.63	0.33
SENIOR TECH.:	91.68	51.96	13.00	12.13	6.58	0.74	5.60	0.01	0.10	1.56	0.31
TECHNICIAN:	89.13	49.49	13.00	12.13	6.58	0.74	5.60	0.01	0.10	1.48	0.30
APPRENTICES:											
1st Period(A) 45%	42.39	22.27	13.00	-	-	0.74	5.60	0.01	0.10	0.67	0.13
2nd Period(B) 45%	42.39	22.27	13.00	-	-	0.74	5.60	0.01	0.10	0.67	0.13
3rd Period(C) 50%	60.36	24.75	13.00	12.13	3.29	0.74	5.60	0.01	0.10	0.74	0.15
4th Period(D) 50%	60.36	24.75	13.00	12.13	3.29	0.74	5.60	0.01	0.10	0.74	0.15
5th Period(E) 55%	63.24	27.22	13.00	12.13	3.62	0.74	5.60	0.01	0.10	0.82	0.16
6th Period(F) 60%	66.11	29.69	13.00	12.13	3.95	0.74	5.60	0.01	0.10	0.89	0.18
7th Period(G) 65%	69.00	32.17	13.00	12.13	4.28	0.74	5.60	0.01	0.10	0.97	0.19
8th Period(H) 70%	71.87	34.64	13.00	12.13	4.61	0.74	5.60	0.01	0.10	1.04	0.21
9th Period(I) 75%	74.75	37.12	13.00	12.13	4.94	0.74	5.60	0.01	0.10	1.11	0.22
10th Period(J) 80%	77.62	39.59	13.00	12.13	5.26	0.74	5.60	0.01	0.10	1.19	0.24

1) NEIF\SC excluded from total package. 2) See Page 2 for report procedures.  
 2) Membership allocated to Anniversary 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	NEBF	\SC <sup>(1)</sup>
<u>EFFECTIVE: SEPTEMBER 1, 2024 - FEBRUARY 28, 2025</u>											
TECHNICIAN:	90.74	51.02	13.00	12.13	6.58	0.77	5.60	0.01	0.10	1.53	0.31
<u>EFFECTIVE: MARCH 1, 2025 - AUGUST 31, 2025</u>											
TECHNICIAN:	92.14	51.98	13.00	12.13	6.58	0.78	6.00	0.01	0.10	1.56	0.31
<u>EFFECTIVE: SEPTEMBER 1, 2025 - FEBRUARY 28, 2026</u>											
TECHNICIAN:	93.74	53.51	13.00	12.13	6.58	0.80	6.00	0.01	0.10	1.61	0.32
<u>EFFECTIVE: MARCH 1, 2026 - AUGUST 31, 2026</u>											
TECHNICIAN:	95.14	54.47	13.00	12.13	6.58	0.82	6.40	0.01	0.10	1.63	0.33
<u>EFFECTIVE: SEPTEMBER 1, 2026 - FEBRUARY 28, 2027</u>											
TECHNICIAN:	96.74	56.00	13.00	12.13	6.58	0.84	6.40	0.01	0.10	1.68	0.34
<u>EFFECTIVE: MARCH 1, 2027 - AUGUST 31, 2027</u>											
TECHNICIAN:	98.13	56.95	13.00	12.13	6.58	0.85	6.80	0.01	0.10	1.71	0.34
<u>EFFECTIVE: SEPTEMBER 1, 2027 - FEBRUARY 29, 2028</u>											
TECHNICIAN:	99.74	58.49	13.00	12.13	6.58	0.88	6.80	0.01	0.10	1.75	0.35
<u>EFFECTIVE: MARCH 1, 2028 - AUGUST 31, 2028</u>											
TECHNICIAN:	101.14	59.45	13.00	12.13	6.58	0.89	7.20	0.01	0.10	1.78	0.36

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

TELECOMMUNICATIONS AND IBS AGREEMENT -- LOCAL UNION 103, IBEW AND BOSTON CHAPTER, NECA
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**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		\$ 0.74	\$ 0.77	per hour
EILMCT Electrical Industry Labor-Mgmt. Cooperation Trust		\$ 5.60	\$ 5.60	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):				2.5% of gross payroll	
WORKING ASSESSMENT (for all apprentices):				2.0% of gross payroll	
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			\$ 1.40 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	

**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