



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: September 1, 2025

TELE

EFFECTIVE: SEPTEMBER 1, 2025 - FEBRUARY 28, 2026

	TOTAL ⁽¹⁾	WAGE	Contributions								NECA ISC ⁽¹⁾	
			PACKAGE	RATE	HBP	PEN	DI	JATF	EILMCT	NLMCC		AMF
GEN. FOREMAN:	\$104.70	\$63.53	\$ 13.00	\$ 12.38	\$ 6.98	\$ 0.79	\$ 6.00	\$ 0.01	\$ 0.10	\$ 1.91	\$ 0.38	
FOREMAN:	99.24	58.23	13.00	12.38	6.98	0.79	6.00	0.01	0.10	1.75	0.35	
SENIOR TECH.:	96.52	55.59	13.00	12.38	6.98	0.79	6.00	0.01	0.10	1.67	0.33	
TECHNICIAN:	93.79	52.94	13.00	12.38	6.98	0.79	6.00	0.01	0.10	1.59	0.32	
APPRENTICES:												
1st Period(A) 45%	\$ 44.43	\$ 23.82	\$ 13.00	\$ -	\$ -	\$ 0.79	\$ 6.00	\$ 0.01	\$ 0.10	\$ 0.71	\$ 0.14	
2nd Period(B) 45%	44.43	23.82	13.00	-	-	0.79	6.00	0.01	0.10	0.71	0.14	
3rd Period(C) 50%	63.03	26.47	13.00	12.38	3.49	0.79	6.00	0.01	0.10	0.79	0.16	
4th Period(D) 50%	63.03	26.47	13.00	12.38	3.49	0.79	6.00	0.01	0.10	0.79	0.16	
5th Period(E) 55%	66.11	29.12	13.00	12.38	3.84	0.79	6.00	0.01	0.10	0.87	0.17	
6th Period(F) 60%	69.18	31.76	13.00	12.38	4.19	0.79	6.00	0.01	0.10	0.95	0.19	
7th Period(G) 65%	72.26	34.41	13.00	12.38	4.54	0.79	6.00	0.01	0.10	1.03	0.21	
8th Period(H) 70%	75.34	37.06	13.00	12.38	4.89	0.79	6.00	0.01	0.10	1.11	0.22	
9th Period(I) 75%	78.42	39.71	13.00	12.38	5.24	0.79	6.00	0.01	0.10	1.19	0.24	
10th Period(J) 80%	81.48	42.35	13.00	12.38	5.58	0.79	6.00	0.01	0.10	1.27	0.25	

EFFECTIVE: MARCH 1, 2026 - AUGUST 31, 2026

	TOTAL ⁽¹⁾	WAGE	Contributions								NECA ISC ⁽¹⁾	
			PACKAGE	RATE	HBP	PEN	DI	JATF	EILMCT	NLMCC		AMF
GEN. FOREMAN:	\$106.26	\$64.19	\$ 13.00	\$ 12.63	\$ 7.20	\$ 0.80	\$ 6.40	\$ 0.01	\$ 0.10	\$ 1.93	\$ 0.39	
FOREMAN:	100.75	58.84	13.00	12.63	7.20	0.80	6.40	0.01	0.10	1.77	0.35	
SENIOR TECH.:	97.98	56.16	13.00	12.63	7.20	0.80	6.40	0.01	0.10	1.68	0.34	
TECHNICIAN:	95.23	53.49	13.00	12.63	7.20	0.80	6.40	0.01	0.10	1.60	0.32	
APPRENTICES:												
1st Period(A) 45%	\$ 45.10	\$ 24.07	\$ 13.00	\$ -	\$ -	\$ 0.80	\$ 6.40	\$ 0.01	\$ 0.10	\$ 0.72	\$ 0.14	
2nd Period(B) 45%	45.10	24.07	13.00	-	-	0.80	6.40	0.01	0.10	0.72	0.14	
3rd Period(C) 50%	64.09	26.75	13.00	12.63	3.60	0.80	6.40	0.01	0.10	0.80	0.16	
4th Period(D) 50%	64.09	26.75	13.00	12.63	3.60	0.80	6.40	0.01	0.10	0.80	0.16	
5th Period(E) 55%	67.20	29.42	13.00	12.63	3.96	0.80	6.40	0.01	0.10	0.88	0.18	
6th Period(F) 60%	70.31	32.09	13.00	12.63	4.32	0.80	6.40	0.01	0.10	0.96	0.19	
7th Period(G) 65%	73.43	34.77	13.00	12.63	4.68	0.80	6.40	0.01	0.10	1.04	0.21	
8th Period(H) 70%	76.54	37.44	13.00	12.63	5.04	0.80	6.40	0.01	0.10	1.12	0.22	
9th Period(I) 75%	79.66	40.12	13.00	12.63	5.40	0.80	6.40	0.01	0.10	1.20	0.24	
10th Period(J) 80%	82.77	42.79	13.00	12.63	5.76	0.80	6.40	0.01	0.10	1.28	0.26	

1) NECA\ISC 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	96.84	55.02	13.00	12.63	7.20	0.83	6.40	0.01	0.10	1.65	0.33
EFFECTIVE: MARCH 1, 2027 - AUGUST 31, 2027											
JOURNEYMAN	98.24	55.98	13.00	12.63	7.20	0.84	6.80	0.01	0.10	1.68	0.34
EFFECTIVE: SEPTEMBER 1, 2027 - FEBRUARY 29, 2028											
JOURNEYMAN	99.83	57.50	13.00	12.63	7.20	0.86	6.80	0.01	0.10	1.73	0.35
EFFECTIVE: MARCH 1, 2028 - AUGUST 31, 2028											
JOURNEYMAN	101.23	58.46	13.00	12.63	7.20	0.88	7.20	0.01	0.10	1.75	0.35

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		\$ 0.79	\$ 0.80	per hour
EILMCT	Electrical Industry Labor-Mgmt. Cooperation Trust		\$ 6.00	\$ 6.40	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):		2.00%	of gross wages	
COPE\IAC Deduction (voluntary)		\$ 0.04	per hour	
HOLIDAY\VACATION FUND	General Foremen	\$ 1.80	per hour	
	Foremen	\$ 1.80	per hour	
	Senior Systems Technician	\$ 1.80	per hour	
	Journeyman Wiremen	\$ 1.80	per hour	
	Apprentices	1st Period(A)	45%	\$ - per hour
		2nd Period(B)	45%	\$ - per hour
		3rd Period(C)	50%	\$ 0.90 per hour
		4th Period(D)	50%	\$ 0.90 per hour
		5th Period(E)	55%	\$ 0.99 per hour
		6th Period(F)	60%	\$ 1.08 per hour
	7th Period(G)	65%	\$ 1.17 per hour	
	8th Period(H)	70%	\$ 1.26 per hour	
	9th Period(I)	75%	\$ 1.35 per hour	
	10th Period(J)	80%	\$ 1.44 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