



FIRST SHIFT	TOTAL <sup>1</sup>	WAGE	CONTRIBUTIONS <sup>2</sup>					NEIF <sup>1</sup>			
	PACKAGE	RATE	H&W	PEN	DI	JATF	EILMCT	NLMCC	AMF	NEBF	ISC
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 SYS. 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)	42.39	22.27	13.00	n/a	n/a	0.74	5.60	0.01	0.10	0.67	0.13
2nd Period(B)	42.39	22.27	13.00	n/a	n/a	0.74	5.60	0.01	0.10	0.67	0.13
3rd Period(C)	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)	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)	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)	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)	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)	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)	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)	77.62	39.59	13.00	12.13	5.26	0.74	5.60	0.01	0.10	1.19	0.24
SECOND SHIFT	TOTAL <sup>1</sup>	WAGE	CONTRIBUTIONS <sup>2</sup>					NEIF <sup>1</sup>			
	PACKAGE	RATE	H&W	PEN	DI	JATF	EILMCT	NLMCC	AMF	NEBF	ISC
GEN. FOREMAN:	\$ 109.91	\$ 69.66	\$ 13.00	\$ 12.13	\$ 6.58	\$ 0.74	\$ 5.60	\$ 0.01	\$ 0.10	\$ 2.09	\$ 0.42
FOREMAN:	103.94	63.86	13.00	12.13	6.58	0.74	5.60	0.01	0.10	1.92	0.38
SENIOR SYS. TECH:	100.94	60.95	13.00	12.13	6.58	0.74	5.60	0.01	0.10	1.83	0.37
TECHNICIAN:	97.95	58.05	13.00	12.13	6.58	0.74	5.60	0.01	0.10	1.74	0.35
APPRENTICES:											
1st Period(A)	46.35	26.12	13.00	n/a	n/a	0.74	5.60	0.01	0.10	0.78	0.16
2nd Period(B)	46.35	26.12	13.00	n/a	n/a	0.74	5.60	0.01	0.10	0.78	0.16
3rd Period(C)	64.77	29.03	13.00	12.13	3.29	0.74	5.60	0.01	0.10	0.87	0.17
4th Period(D)	64.77	29.03	13.00	12.13	3.29	0.74	5.60	0.01	0.10	0.87	0.17
5th Period(E)	68.09	31.93	13.00	12.13	3.62	0.74	5.60	0.01	0.10	0.96	0.19
6th Period(F)	71.40	34.83	13.00	12.13	3.95	0.74	5.60	0.01	0.10	1.04	0.21
7th Period(G)	74.72	37.73	13.00	12.13	4.28	0.74	5.60	0.01	0.10	1.13	0.23
8th Period(H)	78.05	40.64	13.00	12.13	4.61	0.74	5.60	0.01	0.10	1.22	0.24
9th Period(I)	81.37	43.54	13.00	12.13	4.94	0.74	5.60	0.01	0.10	1.31	0.26
10th Period(J)	84.67	46.44	13.00	12.13	5.26	0.74	5.60	0.01	0.10	1.39	0.28
THIRD SHIFT	TOTAL <sup>1</sup>	WAGE	CONTRIBUTIONS <sup>2</sup>					NEIF <sup>1</sup>			
	PACKAGE	RATE	H&W	PEN	DI	JATF	EILMCT	NLMCC	AMF	NEBF	ISC
GEN. FOREMAN:	\$ 118.54	\$ 78.04	\$ 13.00	\$ 12.13	\$ 6.58	\$ 0.74	\$ 5.60	\$ 0.01	\$ 0.10	\$ 2.34	\$ 0.47
FOREMAN:	111.84	71.53	13.00	12.13	6.58	0.74	5.60	0.01	0.10	2.15	0.43
SENIOR SYS. TECH:	108.49	68.28	13.00	12.13	6.58	0.74	5.60	0.01	0.10	2.05	0.41
TECHNICIAN:	105.14	65.03	13.00	12.13	6.58	0.74	5.60	0.01	0.10	1.95	0.39
APPRENTICES:											
1st Period(A)	49.59	29.26	13.00	n/a	n/a	0.74	5.60	0.01	0.10	0.88	0.18
2nd Period(B)	49.59	29.26	13.00	n/a	n/a	0.74	5.60	0.01	0.10	0.88	0.18
3rd Period(C)	68.37	32.52	13.00	12.13	3.29	0.74	5.60	0.01	0.10	0.98	0.20
4th Period(D)	68.37	32.52	13.00	12.13	3.29	0.74	5.60	0.01	0.10	0.98	0.20
5th Period(E)	72.04	35.77	13.00	12.13	3.62	0.74	5.60	0.01	0.10	1.07	0.21
6th Period(F)	75.72	39.02	13.00	12.13	3.95	0.74	5.60	0.01	0.10	1.17	0.23
7th Period(G)	79.40	42.27	13.00	12.13	4.28	0.74	5.60	0.01	0.10	1.27	0.25
8th Period(H)	83.08	45.52	13.00	12.13	4.61	0.74	5.60	0.01	0.10	1.37	0.27
9th Period(I)	86.75	48.77	13.00	12.13	4.94	0.74	5.60	0.01	0.10	1.46	0.29
10th Period(J)	90.42	52.02	13.00	12.13	5.26	0.74	5.60	0.01	0.10	1.56	0.31

NOTES: <sup>1</sup> Package Totals Exclude NEIF\ISC. <sup>2</sup> See page 3 for complete report procedures.

TELECOMMUNICATIONS WORKERS: LOCAL UNION 103, IBEW AND BOSTON CHAPTER, NECA  
 SHIFT RATES AND FRINGE BENEFITS: INSIDE AGREEMENT (BOSTON & VICINITY)  
 1-MAR-2024 thru 31-AUG-2024

REPORT PROCEDURES:

CONTRIBUTIONS

as of 3/1/2024

HBP	Health Benefit Plan	\$ 13.00 per hour
PEN	Local 103 Pension Fund	\$ 12.13 per hour
DI	Deferred Income Fund	See breakdown for applicable rate
JATF	Joint Apprenticeship and Training Fund	\$ 0.74 per hour
EILMCT	Electrical Industry Labor-Mgmt. Cooperation Trust	\$ 5.60 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
NEIFSC	National Electrical Industry Fund\Service Charge*	0.6% of gross payroll*

\* Capped at 150,000 hours per year

DEDUCTIONS:

WORKING ASSESSMENT (for all workers, except apprentices):	2.5% of gross payroll
WORKING ASSESSMENT (for all apprentices):	2.0% of gross payroll
ADDED WORKING DUES - ANNIVERSARY FUND	\$ 0.25 per hour
<i>*Membership allocated to Annivesary Fund for 2 years until August 31, 2025.</i>	
HOLIDAY/VACATION FUND	
General Foremen	\$ 0.04 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 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.

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

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Kristen Gowin, Executive Manager  
 Boston Chapter, NECA