



AGREEMENT

and

WORKING RULES

Governing the
ELECTRICAL INDUSTRY OF
SOUTHEAST MASS. & VICINITY

Between

ELECTRICAL WORKERS UNION
LOCAL 223, IBEW

and

RHODE ISLAND AND SOUTHEAST
MASSACHUSETTS CHAPTER,
NATIONAL ELECTRICAL
CONTRACTORS ASSOCIATION, INC.

September 1, 2024 to August 31, 2027

IBEW LOCAL UNION 223
SCOPE OF WORK

The assembling, construction, installation or erection, repair or maintenance of all materials, equipment, apparatus, and appliances required in the production of electricity and its effects. The operation, inspection and supervision of all electrical equipment, apparatus, appliances, or devices by which the energy known as electricity is generated, utilized amid controlled, **along with Fire Alarm Systems**. All electrical signs and street electrical decorations when no messenger or guy wire is necessary for support. The installation, construction, inspection, operation, maintenance, and repair of all electrical work in isolated plants and within property lines of any given property. Renewable electrical energy sources such as solar photovoltaic, geothermal, wind, biomass, wave, etc., and other distributed energy installations such as fuel cells, microturbines, etc. In addition, all work considered as electrical work under the General Laws of the Commonwealth or regulations promulgated thereunder is covered by the terms of this agreement.

**IBEW LOCAL UNION 223
JURISDICTION**

Section 4.08. "Normal construction labor market" is defined to mean the following geographical area plus the commuting distance adjacent thereto, which includes the area from which the normal labor supply is secured:

ALL OF BRISTOL (EXCEPT ATTLEBORO, NORTH ATTLEBORO & SEEKONK),
BARNSTABLE, DUKES AND NANTUCKET COUNTIES.

NORFOLK COUNTY - AVON, RANDOLPH, HOLBROOK, STOUGHTON, PLAINVILLE
TOWNSHIPS.

PLYMOUTH COUNTY - ENTIRE COUNTY, EXCLUDING HINGHAM AND HULL
TOWNSHIPS.

ALL STATE AND FEDERAL WATERS THAT ARE WITHIN, OR ARE PART OF
BARNSTABLE, BRISTOL, DUKES, NANTUCKET, OR PLYMOUTH COUNTIES
(EXCLUDING WATERS ADJACENT TO HINGHAM AND HULL TOWNSHIPS).

Abington, Acushnet, Avon, Barnstable, Berkley, Bourne, Brewster, Bridgewater, Brockton, Buzzards Bay, Carver, Chatham, Dartmouth, Dennis, Dighton, Duxbury, East Bridgewater, Eastham, Easton, Fairhaven, Fall River, Falmouth, Freetown, Halifax, Hanover, Hanson, Harwich, Holbrook, Kingston, Lakeville, Manomet, Mansfield, Marion, Marshfield, Mashpee, Mattapoisett, Middleboro, New Bedford, North Abington, North Easton, Norton, Norwell, Onset, Orleans, Otis Air Base, Pembroke, Plainville, Plymouth, Plympton, Provincetown, Randolph, Raynham, Rehoboth, Rochester, Rockland, Sagamore, Sandwich, Scituate, Somerset, South Easton, Stoughton, Swansea, Taunton, Tisbury, Truro, Wareham, Wellfleet, West Bridgewater, Westport, Whitman, Yarmouth, plus Nantucket, Martha's Vineyard and all Islands.

The above geographical area is agreed upon by the parties to include the area defined by the Secretary of Labor to be the appropriate prevailing wage area under the Davis-Bacon Act to which the Agreement applies.

IBEW LOCAL UNION 223
PRINCIPLE AGREEMENT
9-1-24 to 8-31-25

CLASSIFICATIONS/WAGES:

Section 3.05. The minimum hourly rate of wages shall be as follows:

EFFECTIVE		9/1/2024
JOURNEYMAN WIREMAN		\$50.02
Health & Welfare (Per Hour)	\$12.00	\$12.00
Local Pension (25.43% of Gross Wages)		\$12.72
Deferred Income (Per Hour)	\$3.50	\$3.50
J A T F (2.75% of Gross Wages)		\$1.38
S.E. Mass. Electrical LMCT (3% of Gross Wages)		\$1.50
N E B F (3% of Gross Wages)		\$1.50
	Subtotal	\$82.62
L M C C (Per Hour)		\$0.10
A M F (Per Hour)	\$0.20	\$0.20
	Subtotal	\$82.92
N E I F (1% of Gross Wages if Applicable)		\$0.50
TOTAL		\$83.42

FOREMAN	10% ABOVE THE JOURNEYMAN WIREMAN RATE
GENERAL FOREMAN	20% ABOVE THE JOURNEYMAN WIREMAN RATE
WELDER	10% ABOVE THE JOURNEYMAN WIREMAN RATE
ELECTRIC CRANE OPERATOR	10% ABOVE THE JOURNEYMAN WIREMAN RATE

**IBEW LOCAL UNION 223
PRINCIPLE AGREEMENT
9-1-25 to 8-31-26**

CLASSIFICATIONS/WAGES:

Section 3.05. The minimum hourly rate of wages shall be as follows:

EFFECTIVE		9/1/2025
JOURNEYMAN WIREMAN		\$52.25
Health & Welfare (Per Hour)	\$12.25	\$12.25
Local Pension (25.43% of Gross Wages)		\$13.29
Deferred Income (Per Hour)	\$3.75	\$3.75
J A T F (2.75% of Gross Wages)		\$1.44
S.E. Mass. Electrical LMCT (3% of Gross Wages)		\$1.57
N E B F (3% of Gross Wages)		\$1.57
	Subtotal	\$86.12
L M C C (Per Hour)	\$0.15	\$0.15
A M F (Per Hour)	\$0.20	\$0.20
	Subtotal	\$86.47
N E I F (1% of Gross Wages if Applicable)		\$0.52
TOTAL		\$86.99

FOREMAN	10% ABOVE THE JOURNEYMAN WIREMAN RATE
GENERAL FOREMAN	20% ABOVE THE JOURNEYMAN WIREMAN RATE
WELDER	10% ABOVE THE JOURNEYMAN WIREMAN RATE
ELECTRIC CRANE OPERATOR	10% ABOVE THE JOURNEYMAN WIREMAN RATE

IBEW LOCAL UNION 223
PRINCIPLE AGREEMENT
9-1-26 to 8-31-27

CLASSIFICATIONS/WAGES:

Section 3.05. The minimum hourly rate of wages shall be as follows:

EFFECTIVE		9/1/2026
JOURNEYMAN WIREMAN		\$54.72
Health & Welfare (Per Hour)	\$12.50	\$12.50
Local Pension (25.43% of Gross Wages)		\$13.92
Deferred Income (Per Hour)	\$4.00	\$4.00
J A T F (2.75% of Gross Wages)		\$1.50
S.E. Mass. Electrical LMCT (3% of Gross Wages)		\$1.64
N E B F (3% of Gross Wages)		\$1.64
	Subtotal	\$89.92
L M C C (Per Hour)	\$0.15	\$0.15
A M F (Per Hour)	\$0.20	\$0.20
	Subtotal	\$90.27
N E I F (1% of Gross Wages if Applicable)		\$0.55
TOTAL		\$90.82

FOREMAN	10% ABOVE THE JOURNEYMAN WIREMAN RATE
GENERAL FOREMAN	20% ABOVE THE JOURNEYMAN WIREMAN RATE
WELDER	10% ABOVE THE JOURNEYMAN WIREMAN RATE
ELECTRIC CRANE OPERATOR	10% ABOVE THE JOURNEYMAN WIREMAN RATE

IBEW LOCAL UNION 223
APPRENTICE WIREMAN - EIGHT (8) PERIODS
9-1-24 to 8-31-25

1st Step - 40%

Wage		\$20.01
H & W	\$12.00	\$12.00
Pension*		\$0.00
Def. Inc.*		\$0.00
JATC	2.75%	\$0.55
SEMFT	3%	\$0.60
NEBF	3%	\$0.60
Subtotal		\$33.76
LMCC	\$0.10	\$0.10
AMF Fund	\$0.20	\$0.20
Total		\$34.06

2nd Step - 45%

Wage		\$22.51
H & W	\$12.00	\$12.00
Pension*		\$0.00
Def. Inc.*		\$0.00
JATC	2.75%	\$0.62
SEMFT	3%	\$0.68
NEBF	3%	\$0.68
Subtotal		\$36.49
LMCC	\$0.10	\$0.10
AMF Fund	\$0.20	\$0.20
Total		\$36.79

3rd Step - 50%

Wage		\$25.01
H & W	\$12.00	\$12.00
Pension*		\$0.00
Def. Inc.*		\$0.00
JATC	2.75%	\$0.69
SEMFT	3%	\$0.75
NEBF	3%	\$0.75
Subtotal		\$39.20
LMCC	\$0.10	\$0.10
AMF Fund	\$0.20	\$0.20
Total		\$39.50

4th Step - 55%

Wage		\$27.51
H & W	\$12.00	\$12.00
Pension	20.00%	\$5.51
Def. Inc.	\$2.25	\$2.25
JATC	2.75%	\$0.76
SEMFT	3%	\$0.83
NEBF	3%	\$0.83
Subtotal		\$49.69
LMCC	\$0.10	\$0.10
AMF Fund	\$0.20	\$0.20
Total		\$49.99

5th Step - 60%

Wage		\$30.01
H & W	\$12.00	\$12.00
Pension	20.00%	\$6.00
Def. Inc.	\$2.25	\$2.25
JATC	2.75%	\$0.83
SEMFT	3%	\$0.90
NEBF	3%	\$0.90
Subtotal		\$52.89
LMCC	\$0.10	\$0.10
AMF Fund	\$0.20	\$0.20
Total		\$53.19

6th Step - 65%

Wage		\$32.51
H & W	\$12.00	\$12.00
Pension	20.00%	\$6.51
Def. Inc.	\$2.25	\$2.25
JATC	2.75%	\$0.89
SEMFT	3%	\$0.98
NEBF	3%	\$0.98
Subtotal		\$56.12
LMCC	\$0.10	\$0.10
AMF Fund	\$0.20	\$0.20
Total		\$56.42

7th Step - 70%

Wage		\$35.01
H & W	\$12.00	\$12.00
Pension	20.00%	\$7.00
Def. Inc.	\$2.25	\$2.25
JATC	2.75%	\$0.96
SEMFT	3%	\$1.05
NEBF	3%	\$1.05
Subtotal		\$59.32
LMCC	\$0.10	\$0.10
AMF Fund	\$0.20	\$0.20
Total		\$59.62

8th Step - 75%

Wage		\$37.52
H & W	\$12.00	\$12.00
Pension	20.00%	\$7.51
Def. Inc.	\$2.25	\$2.25
JATC	2.75%	\$1.03
SEMFT	3%	\$1.13
NEBF	3%	\$1.13
Subtotal		\$62.57
LMCC	\$0.10	\$0.10
AMF Fund	\$0.20	\$0.20
Total		\$62.87

IBEW LOCAL UNION 223
APPRENTICE WIREMAN - EIGHT (8) PERIODS
9-1-25 to 8-31-26

1st Step - 40%

Wage		\$20.90
H & W	\$12.25	\$12.25
Pension*		\$0.00
Def. Inc.*		\$0.00
JATC	2.75%	\$0.57
SEMFT	3%	\$0.63
NEBF	3%	\$0.63
Subtotal		\$34.98
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	\$0.20
Total		\$35.33

2nd Step - 45%

Wage		\$23.51
H & W	\$12.25	\$12.25
Pension*		\$0.00
Def. Inc.*		\$0.00
JATC	2.75%	\$0.65
SEMFT	3%	\$0.71
NEBF	3%	\$0.71
Subtotal		\$37.83
LMCC	0.15	\$0.15
AMF Fund	0.20	\$0.20
Total		\$38.18

3rd Step - 50%

Wage		\$26.13
H & W	\$12.25	\$12.25
Pension*		\$0.00
Def. Inc.*		\$0.00
JATC	2.75%	\$0.72
SEMFT	3%	\$0.78
NEBF	3%	\$0.78
Subtotal		\$40.66
LMCC	0.15	\$0.15
AMF Fund	0.20	\$0.20
Total		\$41.01

IBEW LOCAL UNION 223
APPRENTICE WIREMAN - EIGHT (8) PERIODS
9-1-25 to 8-31-26

4th Step - 55%

Wage		\$28.74
H & W	\$12.25	\$12.25
Pension	20.00%	\$5.75
Def. Inc.	\$2.50	\$2.50
JATC	2.75%	\$0.79
SEMFT	3%	\$0.86
NEBF	3%	\$0.86
Subtotal		\$51.75
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	\$0.20
Total		\$52.10

5th Step - 60%

Wage		\$31.35
H & W	\$12.25	\$12.25
Pension	20.00%	\$6.27
Def. Inc.	\$2.50	\$2.50
JATC	2.75%	\$0.86
SEMFT	3%	\$0.94
NEBF	3%	\$0.94
Subtotal		\$55.11
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	\$0.20
Total		\$55.46

6th Step - 65%

Wage		\$33.96
H & W	\$12.25	\$12.25
Pension	20.00%	\$6.80
Def. Inc.	\$2.50	\$2.50
JATC	2.75%	\$0.93
SEMFT	3%	\$1.02
NEBF	3%	\$1.02
Subtotal		\$58.48
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	\$0.20
Total		\$58.83

7th Step - 70%

Wage		\$36.58
H & W	\$12.25	\$12.25
Pension	20.00%	\$7.31
Def. Inc.	\$2.50	\$2.50
JATC	2.75%	\$1.01
SEMFT	3%	\$1.10
NEBF	3%	\$1.10
Subtotal		\$61.85
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	\$0.20
Total		\$62.20

8th Step - 75%

Wage		\$39.19
H & W	\$12.25	\$12.25
Pension	20.00%	\$7.84
Def. Inc.	\$2.50	\$2.50
JATC	2.75%	\$1.08
SEMFT	3%	\$1.18
NEBF	3%	\$1.18
Subtotal		\$65.22
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	\$0.20
Total		\$65.57

IBEW LOCAL UNION 223
APPRENTICE WIREMAN - EIGHT (8) PERIODS
9-1-26 to 8-31-27

1st Step - 40%

Wage		\$21.89
H & W	\$12.50	\$12.50
Pension*		\$0.00
Def. Inc.*		\$0.00
JATC	2.75%	\$0.60
SEMFT	3%	\$0.66
NEBF	3%	\$0.66
Subtotal		\$36.31
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	<u>\$0.20</u>
Total		\$36.66

2nd Step - 45%

Wage		\$24.62
H & W	\$12.50	\$12.50
Pension*		\$0.00
Def. Inc.*		\$0.00
JATC	2.75%	\$0.68
SEMFT	3%	\$0.74
NEBF	3%	\$0.74
Subtotal		\$39.28
LMCC	0.15	\$0.15
AMF Fund	0.20	<u>\$0.20</u>
Total		\$39.63

3rd Step - 50%

Wage		\$27.36
H & W	\$12.50	\$12.50
Pension*		\$0.00
Def. Inc.*		\$0.00
JATC	2.75%	\$0.75
SEMFT	3%	\$0.82
NEBF	3%	\$0.82
Subtotal		\$42.25
LMCC	0.15	\$0.15
AMF Fund	0.20	<u>\$0.20</u>
Total		\$42.60

IBEW LOCAL UNION 223
APPRENTICE WIREMAN - EIGHT (8) PERIODS
9-1-26 to 8-31-27

4th Step - 55%

Wage		\$30.10
H & W	\$12.50	\$12.50
Pension	20.00%	\$6.02
Def. Inc.	\$2.75	\$2.75
JATC	2.75%	\$0.83
SEMFT	3%	\$0.90
NEBF	3%	\$0.90
Subtotal		\$54.00
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	<u>\$0.20</u>
Total		\$54.35

5th Step - 60%

Wage		\$32.83
H & W	\$12.50	\$12.50
Pension	20.00%	\$6.56
Def. Inc.	\$2.75	\$2.75
JATC	2.75%	\$0.90
SEMFT	3%	\$0.98
NEBF	3%	\$0.98
Subtotal		\$57.50
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	<u>\$0.20</u>
Total		\$57.85

6th Step - 65%

Wage		\$35.57
H & W	\$12.50	\$12.50
Pension	20.00%	\$7.11
Def. Inc.	\$2.75	\$2.75
JATC	2.75%	\$0.98
SEMFT	3%	\$1.07
NEBF	3%	\$1.07
Subtotal		\$61.05
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	<u>\$0.20</u>
Total		\$61.40

7th Step - 70%

Wage		\$38.30
H & W	\$12.50	\$12.50
Pension	20.00%	\$7.66
Def. Inc.	\$2.75	\$2.75
JATC	2.75%	\$1.05
SEMFT	3%	\$1.15
NEBF	3%	\$1.15
Subtotal		\$64.56
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	<u>\$0.20</u>
Total		\$64.91

8th Step - 75%

Wage		\$41.04
H & W	\$12.50	\$12.50
Pension	20.00%	\$8.20
Def. Inc.	\$2.75	\$2.75
JATC	2.75%	\$1.13
SEMFT	3%	\$1.23
NEBF	3%	\$1.23
Subtotal		\$68.08
LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	<u>\$0.20</u>
Total		\$68.43

IN WITNESS THEREOF, the parties have executed this Agreement this 23rd day of August 2024.

Signed for the RHODE ISLAND AND SOUTHEAST MASSACHUSETTS CHAPTER, NECA.




Spencer A. Marks



Jeffrey Audet




Dana Johnston



Jeffrey Amaral

Signed for the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 223.



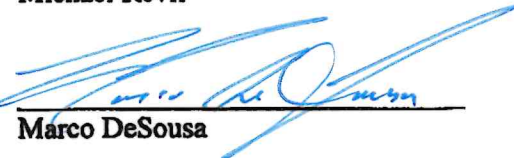
Douglas P. Nelson



Steven M. Barry



Michael Revil



Marco DeSousa

"DAVIS-BACON FRINGE BENEFIT SUMMARY"

1. STATE(S): MASSACHUSETTS

COUNTY or AREA:

All of Bristol, (Except Attleboro, N. Attleboro, & Seekonk), Barnstable, Dukes and Nantucket Counties.
 Norfolk County - Avon, Randolph, Holbrook, Stoughton, Plainville Townships.
 Plymouth County - Entire County, Excluding Highman and Hull Townships.
 All State and Federal Waters that are within, or are part of Barnstable, Bristol, Dukes, Nantucket or
 Plymouth Counties (Excluding waters adjacent to Hingham and Hull Townships).

2	3	4		F	G	H	I	J
CLASSIFICATION	EFFECTIVE DATES	BASIC HOURLY WAGE		Health & Welfare	3% NEBF	Apprentice Training	Pension	Annuity
Wireman	(a) 9-1-24	(a) \$50.02	Employer Contribution	\$12.00/Hr	3%	2.75%	25.43%	\$3.50/Hr
Wireman	(b) 9-1-25	(b) \$52.25	Employer Contribution	\$12.25/Hr	3%	2.75%	25.43%	\$3.75/Hr
Wireman	(c) 9-1-26	(c) \$54.72	Employer Contribution	\$12.50/Hr	3%	2.75%	25.43%	\$4.00/Hr
	(d)	(d)	Employer Contribution					
	(e)	(e)	Employer Contribution					
	(f)	(f)	Employer Contribution					
	(g)	(g)	Employer Contribution					
	(h)	(h)	Employer Contribution					
	(i)	(i)	Employer Contribution					
	(j)	(j)	Employer Contribution					
	(k)	(k) SEMELMCT	Employer Contribution	3%	Yes	Sec 6.05	Para 1	Pg 30
5 ARE FUNDS FORMALLY ESTABLISHED FOR A, B, C, D, & E?				Yes	Yes	Yes	Yes	Yes
6 ARE PLANS REPORTABLE UNDER THE "DISCLOSURE ACT" FOR A, B, ETC?				Yes	Yes	Yes	Yes	Yes
7 List the AGREEMENT REFERENCE of the fringe benefits cited.			ARTICLE	VI	VI	V	VI	VI
			SECTION	6.02(a)	6.01	5.16	6.03(a)	6.04(a)
			PARAGRAPH	1	1	1	1	1
			PAGE	29	28	28	29	30
8 WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL 4 ABOVE?				(a) \$50.02	(b) \$52.25	(c) \$54.72		
(d) _____	(e) _____	(f) _____	(g) _____	(h) _____	(i) _____	(j) _____	(k) _____	

9 Rhode Island & Southeast Mass. Chapter, NECA
 Contractor or Association

By: Spencer A. Marks Title: Executive Manager

Date: 8-23-24

10 IBEW Local Union . 223

By: Douglas P. Nelson Title: Business Manager

Date: 8.23.2024

PREPARE IN TRIPLICATE. Send original and one copy to the I.O. Attach one (1) copy of your agreement. (FOR INSTRUCTIONS IN PREPARING THIS FORM: See page 1)