



TELECOMMUNICATIONS
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
TELECOMMUNICATION TECHNICIAN
SCOPE OF WORK**

The work covered by this agreement shall include the installation, testing, service, and maintenance of all Voice Data Video systems which utilize the transmission and/or transference of voice, sound, vision, or digital.

I. This agreement specifically includes, but is not limited to the following work:

- Radio
- Television
- Video
- Recording Voice
- Sound
- Nurse Calls
- Emergency Call
- Visual Production
- Telecommunication Systems
- Data Systems
- Security Systems (see Paragraph H, below)

II. The scope of work covered by this agreement is subject to the following clarifications and exclusions:

A. All metallic and non-metallic conduit work, exclusive of sleeves and limited incidental runs of conduit, shall be excluded from the Telecommunication Agreement.

B. All work covered by Massachusetts General Laws that pertain to licensing of electrical work, including but not limited to lights, power, both normal and emergency, including battery backup systems to the first point of connection within the defined area of computer rooms, communications rooms, equipment rooms, PBX rooms and telecommunications Agreement. Battery backup Systems that are portable in nature or an integral part of the equipment shall be covered by Telecommunications Agreement.

C. Plastic raceways (excluding pvc conduit and multi-use surface mounted raceways) designed specifically and exclusively for systems covered under the Telecommunications Agreement shall be the work of the Technician.

D. The installation of cable tray and ladder-rack designed specifically and exclusively for systems covered under the Telecommunications Agreement within computer rooms, communication equipment rooms, PBX rooms and termination closets, shall be the work of the Technician.

E. Energy Management Systems are excluded from the Telecommunications Agreement.

F. Fire Alarm Systems are excluded from the Telecommunications Agreement.

G. All fiber optic and other cable and associated used exclusively for the control of electrical light, heat, and power shall be excluded from the Telecommunication Agreement.

H. The installation of pipe, wire and mounting of field devices for security systems installed in new buildings or projects that to be bid under the base bid for electrical, shall be done under the wages and fringe benefits set forth in the Principal Bargaining Agreement between Rhode Island and Southeastern Massachusetts chapter of NECA and Local 223 IBEW.

I. Nothing contained in this "Scope" or any other section of this agreement shall prevent a contractor who is signatory to the inside Agreement from performing Voice Data Video under the terms and conditions of the Inside 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
TELECOMMUNICATION RATE
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 TECHNICIAN		\$42.52
Health & Welfare (Per Hour)	\$12.00	\$12.00
Local Pension (25.34% of Gross Wages)		\$10.77
Deferred Income (Per Hour)	\$3.25	\$3.25
J A T F (2.75% of Gross Wages)		\$1.17
S.E. Mass. Electrical LMCT (3% of Gross Wages)		\$1.28
N E B F (3% of Gross Wages)		\$1.28
	Subtotal	\$72.27
L M C C (Per Hour)		\$0.10
A M F (Per Hour)	\$0.20	\$0.20
	Subtotal	\$72.57
N E I F (1% of Gross Wages if Applicable)		\$0.43
TOTAL		\$73.00

The Sub-Foreman's rate of pay shall be 5 percent (5%) above the Technician's rate of pay and adjusted to the nearest five (\$.05) cents. The Foreman's rate of pay shall be 10 percent (10%) above the Technician's rate of pay and adjusted to the nearest five (\$.05) cents. The General Foreman's rate of pay shall be 20 percent (20%) above the Technician's rate of pay and adjusted to the nearest five (\$.05) cents.

**IBEW LOCAL UNION 223
TELEDATA 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 TECHNICIAN		\$44.41
Health & Welfare (Per Hour)	\$12.25	\$12.25
Local Pension (25.34% of Gross Wages)		\$11.26
Deferred Income (Per Hour)	\$3.50	\$3.50
J A T F (2.75% of Gross Wages)		\$1.22
S.E. Mass. Electrical LMCT (3% of Gross Wages)		\$1.33
N E B F (3% of Gross Wages)		\$1.33
	Subtotal	\$75.30
L M C C (Per Hour)	\$0.15	\$0.15
A M F (Per Hour)	\$0.20	\$0.20
	Subtotal	\$75.65
N E I F (1% of Gross Wages if Applicable)		\$0.44
TOTAL		\$76.09

The Sub-Foreman's rate of pay shall be 5 percent (5%) above the Technician's rate of pay and adjusted to the nearest five (\$.05) cents. The Foreman's rate of pay shall be 10 percent (10%) above the Technician's rate of pay and adjusted to the nearest five (\$.05) cents. The General Foreman's rate of pay shall be 20 percent (20%) above the Technician's rate of pay and adjusted to the nearest five (\$.05) cents.

IBEW LOCAL UNION 223
TELEDATA 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 TECHNICIAN		\$46.51
Health & Welfare (Per Hour)	\$12.50	\$12.50
Local Pension (25.34% of Gross Wages)		\$11.78
Deferred Income (Per Hour)	\$3.75	\$3.75
J A T F (2.75% of Gross Wages)		\$1.28
S.E. Mass. Electrical LMCT (3% of Gross Wages)		\$1.40
N E B F (3% of Gross Wages)		\$1.40
	Subtotal	\$78.62
L M C C (Per Hour)	\$0.15	\$0.15
A M F (Per Hour)	\$0.20	\$0.20
	Subtotal	\$78.97
N E I F (1% of Gross Wages if Applicable)		\$0.47
TOTAL		\$79.44

The Sub-Foreman's rate of pay shall be 5 percent (5%) above the Technician's rate of pay and adjusted to the nearest five (\$.05) cents. The Foreman's rate of pay shall be 10 percent (10%) above the Technician's rate of pay and adjusted to the nearest five (\$.05) cents. The General Foreman's rate of pay shall be 20 percent (20%) above the Technician's rate of pay and adjusted to the nearest five (\$.05) cents.

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	<u>\$0.20</u>
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	<u>\$0.20</u>
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	<u>\$0.20</u>
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	<u>\$0.20</u>
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	<u>\$0.20</u>
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	<u>\$0.20</u>
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	<u>\$0.20</u>
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	<u>\$0.20</u>
Total		\$65.57

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

1st Step - 40%

2nd Step - 45%

3rd Step - 50%

Wage		\$21.89	Wage		\$24.62	Wage		\$27.36
H & W	\$12.50	\$12.50	H & W	\$12.50	\$12.50	H & W	\$12.50	\$12.50
Pension*		\$0.00	Pension*		\$0.00	Pension*		\$0.00
Def. Inc.*		\$0.00	Def. Inc.*		\$0.00	Def. Inc.*		\$0.00
JATC	2.75%	\$0.60	JATC	2.75%	\$0.68	JATC	2.75%	\$0.75
SEMFT	3%	\$0.66	SEMFT	3%	\$0.74	SEMFT	3%	\$0.82
NEBF	3%	\$0.66	NEBF	3%	\$0.74	NEBF	3%	\$0.82
Subtotal		\$36.31	Subtotal		\$39.28	Subtotal		\$42.25
LMCC	\$0.15	\$0.15	LMCC	0.15	\$0.15	LMCC	0.15	\$0.15
AMF Fund	\$0.20	<u>\$0.20</u>	AMF Fund	0.20	<u>\$0.20</u>	AMF Fund	0.20	<u>\$0.20</u>
Total		\$36.66	Total		\$39.63	Total		\$42.60

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

4th Step - 55%

5th Step - 60%

6th Step - 65%

Wage		\$30.10	Wage		\$32.83	Wage		\$35.57
H & W	\$12.50	\$12.50	H & W	\$12.50	\$12.50	H & W	\$12.50	\$12.50
Pension	20.00%	\$6.02	Pension	20.00%	\$6.56	Pension	20.00%	\$7.11
Def. Inc.	\$2.75	\$2.75	Def. Inc.	\$2.75	\$2.75	Def. Inc.	\$2.75	\$2.75
JATC	2.75%	\$0.83	JATC	2.75%	\$0.90	JATC	2.75%	\$0.98
SEMFT	3%	\$0.90	SEMFT	3%	\$0.98	SEMFT	3%	\$1.07
NEBF	3%	\$0.90	NEBF	3%	\$0.98	NEBF	3%	\$1.07
Subtotal		\$54.00	Subtotal		\$57.50	Subtotal		\$61.05
LMCC	\$0.15	\$0.15	LMCC	\$0.15	\$0.15	LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	<u>\$0.20</u>	AMF Fund	\$0.20	<u>\$0.20</u>	AMF Fund	\$0.20	<u>\$0.20</u>
Total		\$54.35	Total		\$57.85	Total		\$61.40

7th Step - 70%

8th Step - 75%

Wage		\$38.30	Wage		\$41.04
H & W	\$12.50	\$12.50	H & W	\$12.50	\$12.50
Pension	20.00%	\$7.66	Pension	20.00%	\$8.20
Def. Inc.	\$2.75	\$2.75	Def. Inc.	\$2.75	\$2.75
JATC	2.75%	\$1.05	JATC	2.75%	\$1.13
SEMFT	3%	\$1.15	SEMFT	3%	\$1.23
NEBF	3%	\$1.15	NEBF	3%	\$1.23
Subtotal		\$64.56	Subtotal		\$68.08
LMCC	\$0.15	\$0.15	LMCC	\$0.15	\$0.15
AMF Fund	\$0.20	<u>\$0.20</u>	AMF Fund	\$0.20	<u>\$0.20</u>
Total		\$64.91	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



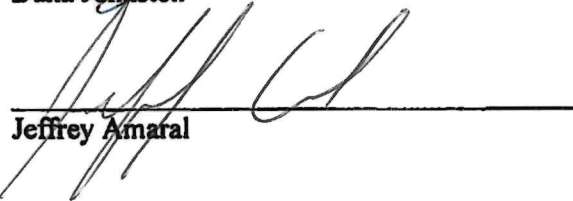
Spencer A. Marks



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

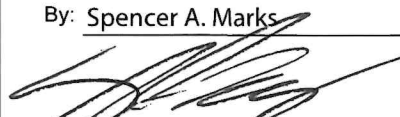
COUNTY or AREA:

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 Hingham and Hull Townships.
 All State and Federal Waters that are within, or a 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						
Technician	(a) 9-1-24	(a) \$42.52	Employer Contribution	\$12.00/Hr	3%	2.75%	25.34%	\$3.25/Hr						
Technician	(b) 9-1-25	(b) \$44.41	Employer Contribution	\$12.25/Hr	3%	2.75%	25.34%	\$3.50/Hr						
Technician	(c) 9-1-26	(c) \$46.51	Employer Contribution	\$12.50/Hr	3%	2.75%	25.34%	\$3.75/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 6.06	Para 1	Pg 25						
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	5.14	6.03(a)	6.04(a)						
			PARAGRAPH	1	1	1	1	1						
			PAGE	24	23	23	24	25						
8 WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL 4 ABOVE?				(a) <u>\$42.52</u>	(b) <u>\$44.41</u>	(c) <u>\$46.51</u>	(d) _____	(e) _____	(f) _____	(g) _____	(h) _____	(i) _____	(j) _____	(k) _____

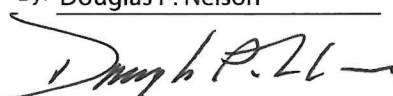
9 Rhode Island & Southeast Mass. Chapter, NECA
 Contractor or Association

By: Spencer A. Marks Title: Executive Director

 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)