

VOICE-DATA-VIDEO AGREEMENT

September 1, 2023 through August 31, 2027

By and Between

IBEW LOCAL UNION NO. 96

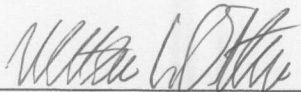
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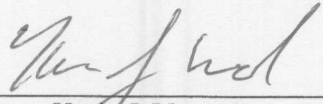
**NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION,
CENTRAL MASSACHUSETTS CHAPTER, INC.**

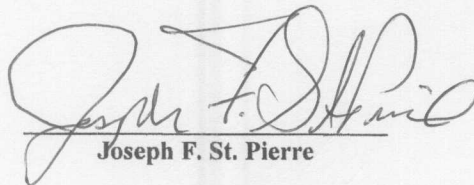
SIGNATURES

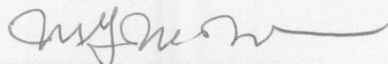
IN WITNESS WHEREOF, the parties have executed this VDV Agreement by and between the National Electrical Contractors Association, Central Massachusetts Chapter, Inc., and IBEW Local Union 96 this First day of September, 2023.

**SIGNED FOR THE NATIONAL ELECTRICAL
CONTRACTORS ASSOCIATION, CENTRAL
MASSACHUSETTS CHAPTER, INC.**

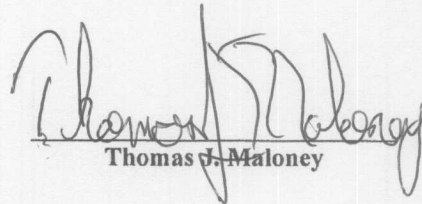

Matthew L. Ostrow

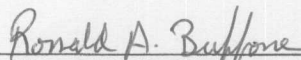

Kevin J. Menard

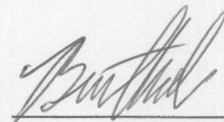

Joseph F. St. Pierre


Michael G. McDonough

**SIGNED FOR LOCAL UNION NO. 96,
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS**


Thomas J. Maloney


Ronald A. Buffone


Brian Clarke

**SUBJECT TO THE APPROVAL OF THE INTERNATIONAL PRESIDENT OF THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS.**

SECTION 4.03. Classification/Wages. The minimum hourly rate of wages shall be as follows:

HOURLY WAGE RATES FOR:	<u>9/3/2023</u>	<u>9/1/2024</u>	<u>9/7/2025</u>	<u>9/6/2026</u>
Voice Data Video Technician	\$ 34.49	\$ 35.29	\$ 36.12	\$ 37.04
VDV Crew Leader (5% above VDV Technician's hourly rate)	\$ 36.21	\$ 37.05	\$ 37.93	\$ 38.89
VDV Foreman (10% above VDV Technician's hourly rate)	\$ 37.94	\$ 38.82	\$ 39.73	\$ 40.74
VDV General Foreman (10% above VDV Foreman's hourly rate)	\$ 41.73	\$ 42.70	\$ 43.70	\$ 44.81
VDV Project Foreman (15% above VDV Foreman's hourly rate)	\$ 43.63	\$ 44.64	\$ 45.69	\$ 46.85

APPRENTICES. Apprentices shall receive, based upon their hours of employment, the applicable percentage rate of the technician's hourly rate in accordance with the following schedule:

HOURS OF EMPLOYMENT	HOURLY RATE OF WAGES BASED UPON
0 to 999 HRS	50 % of technician's hourly rate
1,000 to 1,999 HRS	55 % of technician's hourly rate
2,000 to 2,999 HRS	60 % of technician's hourly rate
3,000 to 3,999 HRS	65 % of technician's hourly rate
4,000 to 4,999 HRS	70 % of technician's hourly rate
5,000 to 5,999 HRS	75 % of technician's hourly rate
6,000 to 6,999 HRS	80 % of technician's hourly rate
7,000 to 7,999 HRS	85 % of technician's hourly rate

SECTION 6.02. Health & Welfare Fund, IBEW Local 96. The Employer agrees to contribute to the Health & Welfare Fund, IBEW Local 96 for all workers covered by this Agreement the following contribution amount for each hour worked:

RESPECTIVE EFFECTIVE DATES AND CONTRIBUTION AMOUNTS

9/3/23	9/1/24	9/7/25	9/6/26
\$13.00	\$13.99	\$14.98	\$15.96

SECTION 6.03. Pension Fund Local 96-IBEW. The Employer agrees to contribute to the Pension Fund Local 96-IBEW for all workers covered by this Agreement the following contribution amount for each hour worked:

RESPECTIVE EFFECTIVE DATES AND CONTRIBUTION AMOUNTS

9/3/23	9/1/24	9/7/25	9/6/26
\$12.40	\$12.63	\$12.86	\$13.09

APPRENTICES. The Pension hourly contribution amounts shall commence upon completion of 1,999 hours of employment and completion of the first year of the apprenticeship program.

SECTION 6.01. NEBF. It is agreed that in accord with the Employees Benefit Agreement of the National Electrical Benefit Fund (“NEBF”), as entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers on September 3, 1946, as amended, and now delineated as the Restated Employees Benefit Agreement and Trust, that unless authorized otherwise by the NEBF the individual Employer will forward monthly to the NEBF’s designated local collection agent an amount equal to 3% of the gross monthly labor payroll paid to, or accrued by, the employees in this bargaining unit, and a completed payroll report prescribed by the NEBF. The payment shall be made by check or draft and shall constitute a debt due and owing to the NEBF on the last day of each calendar month, which may be recovered by suit initiated by the NEBF or its assignee. The payment and payroll report shall be mailed to reach the office of the appropriate local collection agent not later than fifteen (15) calendar days following the end of each calendar month.

SECTION 6.04. Annuity Fund Local 96-IBEW. The Employer agrees to contribute to the Annuity Fund Local 96-IBEW for all workers covered by this Agreement the following contribution amount for each hour worked:

RESPECTIVE EFFECTIVE DATES AND CONTRIBUTION AMOUNTS

9/3/23	9/1/24	9/7/25	9/6/26
\$ 3.79	\$ 3.88	\$ 3.97	\$ 4.07

APPRENTICES. Annuity hourly contribution amounts shall equal the contribution rate of the Technician’s and will commence upon the first hour of employment.

SECTION 3.08. Geographical Area. “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 the IBEW Second District except the geographical jurisdiction of Local Union 103.

The above area is agreed on 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.

Wage and Fringe Benefit Statement

We, the undersigned parties, hereby certify that the wages and fringe benefits listed below are currently being paid, or will be paid to employees represented by the affiliate of the AFL-CIO, named below under existing collective bargaining agreements.

September 1, 2023

Effective date of Agreement

September 3, 2023

Effective Date of Wages and/or Fringes

August 31, 2027

Expiration Date of Agreement

District Council or

Local Union Name and Number:

IBEW Local 96

Address:

242 Mill Street, Worcester, MA 01602

Geographic Area of District Council or Local Union (list counties and/or portions of counties):

Worcester County (excluding Warren) and **Middlesex County** (Partial) including: Ashby, Ashland, Ayer, Devens, Groton, Hopkinton, Hudson, Marlborough, Pepperell, Shirley, Stow, and Townsend.

List all Classifications . If necessary, attach another sheet.	Wage Rates Less Fringes:	Apprenticeship Rates:	
		Periods of Increase:	8
Voice-Data-Video Technician	\$34.49	Percentage of VDV Rate:	
		50%: \$17.25	70%: \$24.14
		55%: \$18.97	75%: \$25.87
		60%: \$20.69	80%: \$27.59
		65%: \$22.42	85%: \$29.32

Show Fringe Benefits (If none, state "none").

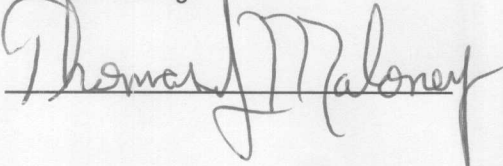
Fringe Benefit Payments:	Health & Welfare	Pension	Vacation	Apprentice Training	Other
Contribution by Employer:	\$13.00	\$17.22	none	\$1.22	none
Contribution by Employee:	none	none	none	none	none

Union Representative:

Thomas J. Maloney

IBEW Local 96

Business Manager

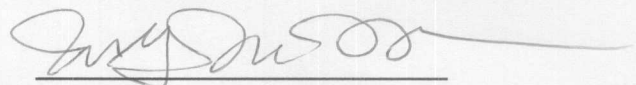


Contractor Representative:

Michael McDonough

Central MA Chapter NECA, Inc.

Chapter Manager



Worksheet for reporting Journeyworker & Apprentice Wages												
COMPLETE ONLY THE GRAY SHADED CELLS BLUE SHADED CELLS POPULATE AUTOMATICALLY												
Union Name		IBEW Local 96 - VOICE DATE VIDEO TECH						Zone or Area		Worcester County excl		
Effective Date		9/3/2023										
Prevailing Wage Rate (Journeyworker)												
Effective Date		9/3/23										
Journeyworker Base Wage		\$34.49										
	+											
Health and Welfare		\$13.00										
	+											
Total Pensions		\$13.43										
Annuity		\$3.79										
	+											
Supplemental Unemployment												
	→											
Total Journeyworker Rate	=	\$64.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Prevailing Wage Rate (Apprentice)												
Apprentice Step	→	1	2	3	4	5	6	7	8	9	10	
Journeyworker Base Wage		\$ 34.49	\$ 34.49	\$ 34.49	\$ 34.49	\$ 34.49	\$ 34.49	\$ 34.49	\$ 34.49	\$ 34.49	\$ 34.49	
Apprentice step percentage	→	50.00%	55.00%	60.00%	65.00%	70.00%	75.00%	80.00%	85.00%			
	→											
Apprentice Base Wage	=	\$ 17.25	\$ 18.97	\$ 20.69	\$ 22.42	\$ 24.14	\$ 25.87	\$ 27.59	\$ 29.32	\$ -	\$ -	
Apprentice Health & Welfare		\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00			
Apprentice Total Pension		\$ 0.52	\$ 0.57	\$ 13.02	\$ 13.07	\$ 13.12	\$ 13.18	\$ 13.23	\$ 13.28			
Apprentice Annuity		\$3.79	\$3.79	\$3.79	\$3.79	\$3.79	\$3.79	\$3.79	\$3.79			
Apprentice Supplemental UI												
	→											
Total Apprentice Rate	=	\$ 34.56	\$ 36.33	\$ 50.50	\$ 52.28	\$ 54.05	\$ 55.84	\$ 57.61	\$ 59.39	\$ -	\$ -	

IBEW Local 96 & Central Mass. NECA: Voice-Data-Video Agreement Wage & Benefit Schedule

Agreement effective 9/1/2023 to 8/31/2027

Trainee Rates

50% Trainee						70% Trainee					
HOURS		9/3/2023	9/1/2024	9/7/2025	9/6/2026	HOURS		9/3/2023	9/1/2024	9/7/2025	9/6/2026
Hourly wage rate	0-999	\$17.25	\$17.65	\$18.06	\$18.52	Hourly wage rate	4000-4999	\$24.14	\$24.70	\$25.28	\$25.93
Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96	Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96
Annuity Fund		\$3.79	\$3.88	\$3.97	\$4.07	Annuity Fund		\$3.79	\$3.88	\$3.97	\$4.07
Pension Fund ¹		n/a	n/a	n/a	n/a	Pension Fund		\$12.40	\$12.63	\$12.86	\$13.09
Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82	Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82
Central MA Electrical Mgmt Fund ²		n/a	n/a	n/a	n/a	Central MA Electrical Mgmt Fund ²		\$2.05	\$2.26	\$2.42	\$2.64
NEBF (3% of gross wages)		\$0.52	\$0.53	\$0.54	\$0.56	NEBF (3% of gross wages)		\$0.72	\$0.74	\$0.76	\$0.78
TOTAL HOURLY CONTRACT COST:		\$35.78	\$37.47	\$39.17	\$40.93	TOTAL HOURLY CONTRACT COST:		\$57.32	\$59.62	\$61.89	\$64.29

¹Pension hourly contribution shall commence upon completion of 1,999 hours of employment and completion of the first year of the apprenticeship program.

²CMELMF hourly contribution shall commence upon completion of 1,999 hours of employment and completion of the first year of the apprenticeship program.

55% Trainee					
HOURS		9/3/2023	9/1/2024	9/7/2025	9/6/2026
Hourly wage rate	1000-1999	\$18.97	\$19.41	\$19.87	\$20.37
Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96
Annuity Fund		\$3.79	\$3.88	\$3.97	\$4.07
Pension Fund ¹		n/a	n/a	n/a	n/a
Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82
Central MA Electrical Mgmt Fund ²		n/a	n/a	n/a	n/a
NEBF (3% of gross wages)		\$0.57	\$0.58	\$0.60	\$0.61
TOTAL HOURLY CONTRACT COST:		\$37.55	\$39.28	\$41.04	\$42.83

75% Trainee					
HOURS		9/3/2023	9/1/2024	9/7/2025	9/6/2026
Hourly wage rate	5000-5999	\$25.87	\$26.47	\$27.09	\$27.78
Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96
Annuity Fund		\$3.79	\$3.88	\$3.97	\$4.07
Pension Fund		\$12.40	\$12.63	\$12.86	\$13.09
Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82
Central MA Electrical Mgmt Fund ²		\$2.20	\$2.42	\$2.59	\$2.83
NEBF (3% of gross wages)		\$0.78	\$0.79	\$0.81	\$0.83
TOTAL HOURLY CONTRACT COST:		\$59.26	\$61.60	\$63.92	\$66.38

60% Trainee					
HOURS		9/3/2023	9/1/2024	9/7/2025	9/6/2026
Hourly wage rate	2000-2999	\$20.69	\$21.17	\$21.67	\$22.22
Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96
Annuity Fund		\$3.79	\$3.88	\$3.97	\$4.07
Pension Fund ¹		\$12.40	\$12.63	\$12.86	\$13.09
Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82
Central MA Electrical Mgmt Fund ²		\$1.76	\$1.94	\$2.07	\$2.26
NEBF (3% of gross wages)		\$0.62	\$0.64	\$0.65	\$0.67
TOTAL HOURLY CONTRACT COST:		\$53.48	\$55.67	\$57.82	\$60.09

80% Trainee					
HOURS		9/3/2023	9/1/2024	9/7/2025	9/6/2026
Hourly wage rate	6000-6999	\$27.59	\$28.23	\$28.90	\$29.63
Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96
Annuity Fund		\$3.79	\$3.88	\$3.97	\$4.07
Pension Fund		\$12.40	\$12.63	\$12.86	\$13.09
Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82
Central MA Electrical Mgmt Fund ²		\$2.34	\$2.58	\$2.76	\$3.02
NEBF (3% of gross wages)		\$0.83	\$0.85	\$0.87	\$0.89
TOTAL HOURLY CONTRACT COST:		\$61.17	\$63.58	\$65.96	\$68.48

65% Trainee					
HOURS		9/3/2023	9/1/2024	9/7/2025	9/6/2026
Hourly wage rate	3000-3999	\$22.42	\$22.94	\$23.48	\$24.08
Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96
Annuity Fund		\$3.79	\$3.88	\$3.97	\$4.07
Pension Fund		\$12.40	\$12.63	\$12.86	\$13.09
Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82
Central MA Electrical Mgmt Fund ²		\$1.90	\$2.10	\$2.24	\$2.45
NEBF (3% of gross wages)		\$0.67	\$0.69	\$0.70	\$0.72
TOTAL HOURLY CONTRACT COST:		\$55.40	\$57.65	\$59.85	\$62.19

85% Trainee					
HOURS		9/3/2023	9/1/2024	9/7/2025	9/6/2026
Hourly wage rate	7000-7999	\$29.32	\$30.00	\$30.70	\$31.48
Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96
Annuity Fund		\$3.79	\$3.88	\$3.97	\$4.07
Pension Fund		\$12.40	\$12.63	\$12.86	\$13.09
Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82
Central MA Electrical Mgmt Fund ²		\$2.49	\$2.75	\$2.93	\$3.20
NEBF (3% of gross wages)		\$0.88	\$0.90	\$0.92	\$0.94
TOTAL HOURLY CONTRACT COST:		\$63.10	\$65.57	\$67.98	\$70.56

Mandatory Employee/Member Deduction Items: (Not applicable to 50% Trainees)

IBEW Local 96 Working Dues - 5% of gross wages

Building Fund IBEW Local 96 - \$.25 p/hour

Add'l Contribution to Joint Benefits: (Applicable to all Trainees)

*The Administrative Maintenance Fund will commence on 9/7/2025 and is to be calculated at \$.10 per hour on hours 0 through 75,000 and \$.05 per hour on hours 75,001 through 150,000.

Labor Management Cooperation Committee: \$.01 p/hour

National Electrical Industry Fund (NECA Affiliates only): 1% of gross wages

Voluntary Employee/Member Deduction: (Not applicable to 50% Trainees)

IBEW Local 96 PAC - \$.03/Hr*

*To be deducted only upon receipt of Voluntary Contribution Check-Off Authorization