



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, 2020 to August 31, 2021

**IBEW LOCAL UNION 223  
INSIDE PRINCIPLE**

**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 and controlled. 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**

**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  
9-1-2017 TO 8-31-2021**

**CLASSIFICATIONS/WAGES:**

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

EFFECTIVE	9/1/2020
JOURNEYMAN WIREMAN	\$43.66
Health & Welfare (Per Hour)	\$10.90
Local Pension (25.43% of Gross Wages)	\$11.10
Deferred Income (Per Hour)	\$2.25
J A T F (2.75% of Gross Wages)	\$1.20
S.E. Mass. Electrical LMCT (3% of Gross Wages)	\$1.31
N E B F (3% of Gross Wages)	\$1.31
L M C C (\$.10 Per Hour)	\$0.10
A M F (\$.05 Per Hour)	\$0.05
Subtotal	<u>\$71.88</u>
N E I F (1% of Gross Wages if Applicable)	<u>\$0.44</u>
TOTAL	<u>\$72.32</u>

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  
9-1-2017 TO 8-31-2021**

1st Step - 40%			2nd Step - 45%			3rd Step - 50%		
Wage	\$17.46		Wage	\$19.65		Wage	\$21.83	
H & W	\$10.90		H & W	\$10.90		H & W	\$10.90	
Pension*	\$0.00		Pension*	\$0.00		Pension*	\$0.00	
Def. Inc.*	\$0.00		Def. Inc.*	\$0.00		Def. Inc.*	\$0.00	
JATC	2.75% \$0.48	} .52	JATC	2.75% \$0.54	} .59	JATC	2.75% \$0.60	} .65
SEMFT	3% \$0.52		SEMFT	3% \$0.59		SEMFT	3% \$0.65	
NEBF	3% \$0.52		NEBF	3% \$0.59		NEBF	3% \$0.65	
LMCC	0.10 \$0.10		LMCC	0.10 \$0.10		LMCC	0.10 \$0.10	
AMF Fund	0.05 <u>\$0.05</u>		AMF Fund	0.05 <u>\$0.05</u>		AMF Fund	0.05 <u>\$0.05</u>	
<b>Total</b>	<b>\$30.03</b>		<b>Total</b>	<b>\$32.42</b>		<b>Total</b>	<b>\$34.78</b>	

**4th Step - 55%**

**5th Step - 60%**

**6th Step - 65%**

Wage		\$24.01
H & W		\$10.90
Pension	19.00%	\$4.56
Def. Inc.	\$1.00	\$1.00
JATC	2.75%	\$0.66
SEMFT	3%	\$0.72
NEBF	3%	\$0.72
LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$42.72</b>

5.28

Wage		\$26.20
H & W		\$10.90
Pension	19.00%	\$4.98
Def. Inc.	\$1.00	\$1.00
JATC	2.75%	\$0.72
SEMFT	3%	\$0.79
NEBF	3%	\$0.79
LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$45.53</b>

5.77

Wage		\$28.38
H & W		\$10.90
Pension	19.00%	\$5.39
Def. Inc.	\$1.00	\$1.00
JATC	2.75%	\$0.78
SEMFT	3%	\$0.85
NEBF	3%	\$0.85
LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$48.30</b>

6.24

**7th Step - 70%**

**8th Step - 75%**

Wage		\$30.56
H & W		\$10.90
Pension	19.00%	\$5.81
Def. Inc.	\$1.00	\$1.00
JATC	2.75%	\$0.84
SEMFT	3%	\$0.92
NEBF	3%	\$0.92
LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$51.10</b>

6.73

Wage		\$32.75
H & W		\$10.90
Pension	19.00%	\$6.23
Def. Inc.	\$1.00	\$1.00
JATC	2.75%	\$0.90
SEMFT	3%	\$0.98
NEBF	3%	\$0.98
LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$53.89</b>

7.21

## "DAVIS-BACON FRINGE BENEFIT SUMMARY"

1. STATE(S): MASSACHUSETTS

COUNTY or AREA:  
All of Bristol County (Except Attleboro, N. Attleboro & Seekonk), Barnstable, Dukes & Nantucket Counties. Norfolk County, Plymouth County (Excluding Hingham & Hull Townships). All State and Federal Waters that are within or are part of above counties (Excluding waters adjacent to Hingham & Hull townships).

2	3	4		F	G	H	I	J
CLASSIFICATION	EFFECTIVE DATES	BASIC HOURLY WAGE		Health & Welfare	3% NEBF	Apprentice Training	Local Pension	Annuity
Wireman	(a) 9-1-2017	(a) \$39.81	Employer Contribution	\$ 9.15/Hr	3%	2.75%	22.48%	\$1.75/Hr
Wireman	(b) 3-1-2018	(b) \$40.42	Employer Contribution	\$ 9.40/Hr	3%	2.75%	23.24%	\$1.75/Hr
Wireman	(c) 9-1-2018	(c) \$41.03	Employer Contribution	\$ 9.65/Hr	3%	2.75%	23.80%	\$1.75/Hr
Wireman	(d) 3-1-2019	(d) \$41.64	Employer Contribution	\$ 9.90/Hr	3%	2.75%	24.39%	\$1.75/Hr
Wireman	(e) 9-1-2019	(e) \$42.26	Employer Contribution	\$10.15/Hr	3%	2.75%	24.90%	\$1.75/Hr
Wireman	(f) 3-1-2020	(f) \$42.87	Employer Contribution	\$10.40/Hr	3%	2.75%	25.43%	\$1.75/Hr
Wireman	(g) 9-1-2020	(g) \$43.66	Employer Contribution	\$10.90/Hr	3%	2.75%	25.43%	\$2.25/Hr
	(h)	(h)	Employer Contribution					
	(i)	(i)	Employer Contribution					
	(j)	(j)	Employer Contribution					
	(k)	(k)	Employer Contribution					
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	6.04
			PARAGRAPH	1	1	1	1	1
			PAGE	24	24	24	25	25
8 WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL 4 ABOVE?				(a) <u>\$39.81</u>	(b) <u>\$40.42</u>	(c) <u>\$41.03</u>	(d) <u>\$41.64</u>	(e) <u>\$42.26</u>
				(f) <u>\$42.87</u>	(g) <u>\$43.66</u>	(h) _____	(i) _____	(j) _____
				(k) _____				

9 R.I. & S.E. Mass. Chapter, NECA  
 Contractor or Association

By: Spencer A. Marks Title: Executive Manager

Date: August 17, 2020

10 IBEW Local Union . 223

By: Douglas P. Nelson Title: Business Manager

Date: August 17, 2020

**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 )**



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, 2020 to August 31, 2021

**IBEW LOCAL 223  
TELECOMMUNICATION AGREEMENT**

**Scope**

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
- Fire Alarm Systems (testing, service, and maintenance only – see paragraph F, below)
- 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. The installation of Fire Alarm Systems is 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  
TELEDATA AGREEMENT  
9-1-2020 TO 8-31-2021**

**CLASSIFICATIONS/WAGES:**

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

<b>EFFECTIVE</b>	<b>9/1/2020</b>
TECHNICIAN	\$36.86
Health & Welfare (Per Hour)	\$10.90
Local Pension (25.34% of Gross Wages)	\$9.34
Deferred Income (Per Hour)	\$2.00
J A T F (2.75% of Gross Wages)	\$1.01
S.E. Mass. Electrical LMCT (3% of Gross Wages)	\$1.11
N E B F (3% of Gross Wages)	\$1.11
L M C C (\$.10 Per Hour)	\$0.10
A M F (\$.05 Per Hour)	\$0.05
Subtotal	<u>\$62.48</u>
N E I F (1% of Gross Wages if Applicable)	<u>\$0.37</u>
<b>TOTAL</b>	<u><b>\$62.85</b></u>

**IBEW LOCAL UNION 223  
TELEDATA AGREEMENT**

**APPRENTICE WIREMAN - EIGHT (8) PERIODS  
9-1-2020 TO 8-31-2021**

<b>1st Step - 40%</b>			<b>2nd Step - 45%</b>			<b>3rd Step - 50%</b>		
Wage		\$17.46	Wage		\$19.65	Wage		\$21.83
H & W		\$10.90	H & W		\$10.90	H & W		\$10.90
Pension*		\$0.00	Pension*		\$0.00	Pension*		\$0.00
Def. Inc.*		\$0.00	Def. Inc.*		\$0.00	Def. Inc.*		\$0.00
JATC	2.75%	\$0.48	JATC	2.75%	\$0.54	JATC	2.75%	\$0.60
SEMFT	3%	\$0.52	SEMFT	3%	\$0.59	SEMFT	3%	\$0.65
NEBF	3%	\$0.52	NEBF	3%	\$0.59	NEBF	3%	\$0.65
LMCC	0.10	\$0.10	LMCC	0.10	\$0.10	LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>	AMF Fund	0.05	<u>\$0.05</u>	AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$30.03</b>	<b>Total</b>		<b>\$32.42</b>	<b>Total</b>		<b>\$34.78</b>

**4th Step - 55%**

Wage		\$24.01
H & W		\$10.90
Pension	19.00%	\$4.56
Def. Inc.	\$1.00	\$1.00
JATC	2.75%	\$0.66
SEMFT	3%	\$0.72
NEBF	3%	\$0.72
LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$42.72</b>

5.28

**5th Step - 60%**

Wage		\$26.20
H & W		\$10.90
Pension	19.00%	\$4.98
Def. Inc.	\$1.00	\$1.00
JATC	2.75%	\$0.72
SEMFT	3%	\$0.79
NEBF	3%	\$0.79
LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$45.53</b>

5.77

**6th Step - 65%**

Wage		\$28.38
H & W		\$10.90
Pension	19.00%	\$5.39
Def. Inc.	\$1.00	\$1.00
JATC	2.75%	\$0.78
SEMFT	3%	\$0.85
NEBF	3%	\$0.85
LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$48.30</b>

6.24

**7th Step - 70%**

Wage		\$30.56
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SEMFT	3%	\$0.92
NEBF	3%	\$0.92
LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$51.10</b>

6.73

**8th Step - 75%**

Wage		\$32.75
H & W		\$10.90
Pension	19.00%	\$6.23
Def. Inc.	\$1.00	\$1.00
JATC	2.75%	\$0.90
SEMFT	3%	\$0.98
NEBF	3%	\$0.98
LMCC	0.10	\$0.10
AMF Fund	0.05	<u>\$0.05</u>
<b>Total</b>		<b>\$53.89</b>

7.21

**"DAVIS-BACON FRINGE BENEFIT SUMMARY"**

1. STATE(S): MASSACHUSETTS

COUNTY or AREA:  
 All of Bristol County (Except Attleboro, N. Attleboro & Seekonk), Barnstable, Dukes & Nantucket Counties. Norfolk County, Plymouth County (Excluding Hingham & Hull Townships). All State and Federal Waters that are within or are part of above counties (Excluding waters adjacent to Hingham & Hull townships).

2	3	4		F	G	H	I	J
CLASSIFICATION	EFFECTIVE DATES	BASIC HOURLY WAGE		Health & Welfare	3% NEBF	Apprentice Training	Local Pension	Annuity
Technician	(a) 9-1-2017	(a) \$33.78	Employer Contribution	\$ 9.15/Hr	3%	2.75%	22.63%	\$1.50/Hr
Technician	(b) 3-1-2018	(b) \$34.23	Employer Contribution	\$ 9.40/Hr	3%	2.75%	23.14%	\$1.50/Hr
Technician	(c) 9-1-2018	(c) \$34.76	Employer Contribution	\$ 9.65/Hr	3%	2.75%	23.80%	\$1.50/Hr
Technician	(d) 3-1-2019	(d) \$35.25	Employer Contribution	\$ 9.90/Hr	3%	2.75%	24.35%	\$1.50/Hr
Technician	(e) 9-1-2019	(e) 435.78	Employer Contribution	\$10.15/Hr	3%	2.75%	24.83%	\$1.50/Hr
Technician	(f) 3-1-2020	(f) \$36.27	Employer Contribution	\$10.40/Hr	3%	2.75%	25.34%	\$1.50/Hr
Technician	(g) 9-1-2020	(g) \$36.86	Employer Contribution	\$10.90/Hr	3%	2.75%	25.34%	\$2.00/Hr
	(h)	(h)	Employer Contribution					
	(i)	(i)	Employer Contribution					
	(j)	(j)	Employer Contribution					
	(k)	(k)	Employer Contribution					
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	6.04
			PARAGRAPH	1	1	1	1	1
			PAGE	20	19	19	20	20
8 WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL 4 ABOVE?				(a) \$3378	(b) \$34.27	(c) \$34.76		
				(d) \$35.25	(e) \$35.78	(f) \$36.27	(g) \$36.86	(h) _____
				(i) _____	(j) _____	(k) _____		

9 R.I. & S.E. Mass. Chapter, NECA  
 Contractor or Association

By: Spencer A. Marks Title: Executive Manager  
 Date: August 17, 2020

10 IBEW Local Union . 223

By: Douglas P. Nelson Title: Business Manager  
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