

INSIDE (BASIC) AGREEMENT

September 1, 2023 through August 31, 2027

By and Between

IBEW LOCAL UNION NO. 96

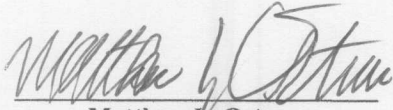
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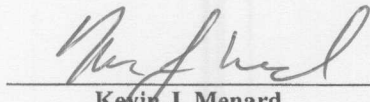
**NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION,
CENTRAL MASSACHUSETTS CHAPTER, INC.**

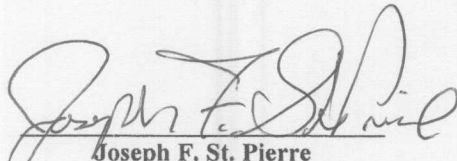
SIGNATURES

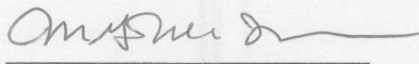
IN WITNESS WHEREOF, the parties have executed this Inside (Basic) Agreement by and between the National Electrical Contractors Association, Central Massachusetts Chapter, Inc., and IBEW Local Union 96 this First day of September, 2023.

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

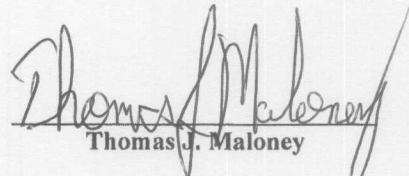

Matthew E. Ostrow

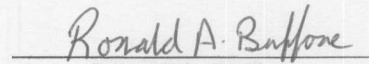

Kevin J. Menard


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 3.04(a). The hourly rate of wages shall be:

HOURLY WAGE RATES	9/3/2023	9/1/2024	9/7/2025	9/6/2026
Journeyman	\$ 45.99	\$ 47.05	\$ 48.16	\$ 49.38
Crew Leader	\$ 48.29	\$ 49.40	\$ 50.57	\$ 51.85
Foreman	\$ 50.59	\$ 51.76	\$ 52.98	\$ 54.32
General Foreman	\$ 55.65	\$ 56.94	\$ 58.28	\$ 59.75
Project Foreman	\$ 58.18	\$ 59.52	\$ 60.93	\$ 62.47

APPRENTICES – Apprentices shall receive, based upon their hours of employment, the applicable percentage rate of the journeyman’s hourly rate in accordance with the following schedule:

APPRENTICE-WIREMEN – SIX (6) PERIODS

1 st Period	40 % of journeyman’s hourly wage rate
2 nd Period	45 % of journeyman’s hourly wage rate
3 rd Period	48 % of journeyman’s hourly wage rate
4 th Period	55 % of journeyman’s hourly wage rate
5 th Period	65 % of journeyman’s hourly wage rate
6 th Period	80 % of journeyman’s hourly wage rate

IBEW Local 96 - Central Mass. NECA
Inside (Basic) Agreement Wage and Benefit Schedule

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

APPRENTICE WIREMAN RATES

1 st year 40% Apprentice						1 st year 45% Apprentice					
	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	\$18.40	\$18.82	\$19.26	\$19.75	Hourly wage rate:	1000-1999	\$20.70	\$21.17	\$21.67	\$22.22
Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96	Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96
Annuity Fund ¹		n/a	n/a	n/a	n/a	Annuity Fund ¹		n/a	n/a	n/a	n/a
Pension Fund ²		n/a	n/a	n/a	n/a	Pension Fund ²		n/a	n/a	n/a	n/a
Central Mass. Electrical Benefit Fund ³		n/a	n/a	n/a	n/a	Central Mass. Electrical Benefit Fund ³		n/a	n/a	n/a	n/a
Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82	Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82
NEBF (3% of gross wages)		\$0.55	\$0.56	\$0.58	\$0.59	NEBF (3% of gross wages)		\$0.62	\$0.64	\$0.65	\$0.67
TOTAL HOURLY CONTRACT COST:		\$33.17	\$34.79	\$36.44	\$38.12	TOTAL HOURLY CONTRACT COST:		\$35.54	\$37.22	\$38.92	\$40.67
2 nd year 48% Apprentice						3 rd year 55% Apprentice					
	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:	2000-3499	\$22.08	\$22.58	\$23.12	\$23.70	Hourly wage rate:	3500-4999	\$25.29	\$25.88	\$26.49	\$27.16
Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96	Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96
Annuity Fund		\$2.43	\$2.48	\$2.54	\$2.61	Annuity Fund		\$2.78	\$2.85	\$2.91	\$2.99
Pension Fund		\$12.40	\$12.63	\$12.86	\$13.09	Pension Fund		\$12.40	\$12.63	\$12.86	\$13.09
Central Mass. Electrical Benefit Fund:		\$1.98	\$2.13	\$2.27	\$2.41	Central Mass. Electrical Benefit Fund:		\$2.27	\$2.44	\$2.60	\$2.77
Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82	Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82
NEBF (3% of gross wages)		\$0.66	\$0.68	\$0.69	\$0.71	NEBF (3% of gross wages)		\$0.76	\$0.78	\$0.79	\$0.81
TOTAL HOURLY CONTRACT COST:		\$53.77	\$55.91	\$58.08	\$60.30	TOTAL HOURLY CONTRACT COST:		\$57.72	\$59.99	\$62.25	\$64.60
4 th year 65% Apprentice						5 th year 80% Apprentice					
	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:	5000-6499	\$29.89	\$30.58	\$31.30	\$32.10	Hourly wage rate:	6500-8000	\$36.79	\$37.64	\$38.53	\$39.50
Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96	Health & Welfare		\$13.00	\$13.99	\$14.98	\$15.96
Annuity Fund		\$3.29	\$3.36	\$3.44	\$3.53	Annuity Fund		\$4.05	\$4.14	\$4.24	\$4.35
Pension Fund		\$12.40	\$12.63	\$12.86	\$13.09	Pension Fund		\$12.40	\$12.63	\$12.86	\$13.09
Central Mass. Electrical Benefit Fund:		\$2.68	\$2.88	\$3.07	\$3.27	Central Mass. Electrical Benefit Fund:		\$3.30	\$3.54	\$3.78	\$4.02
Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82	Apprenticeship Fund		\$1.22	\$1.42	\$1.62	\$1.82
NEBF (3% of gross wages)		\$0.90	\$0.92	\$0.94	\$0.96	NEBF (3% of gross wages)		\$1.10	\$1.13	\$1.16	\$1.19
TOTAL HOURLY CONTRACT COST:		\$63.38	\$65.78	\$68.21	\$70.73	TOTAL HOURLY CONTRACT COST:		\$71.86	\$74.49	\$77.17	\$79.93

Mandatory Employee/Member Deduction Items: (Not applicable to 40% Apprentices)

IBEW Local 96 Working Dues - 5% of gross wages
 Building Fund IBEW Local 96 - \$.25 p/hour

Voluntary Employee/Member Decuction: (Not applicable to 40% Apprentices)

IBEW Local 96 PAC - \$.03/Hr*
 *To be deducted only upon receipt of Voluntary Contribution Check-Off Authorization

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

*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

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:

International Brotherhood of Electrical Workers 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 <u>Classifications</u> . If necessary, attach another sheet.	Wage Rates Less Fringes:	Apprenticeship Rates:	
		Periods of Increase:	6
Journeyman Wireman	\$45.99	Percentage of Journeyman Rate: 40%: \$18.40 65%: \$29.89 45%: \$20.70 80%: \$36.79 48%: \$22.08 55%: \$25.29	
Residential Wireman	\$45.99		

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

Fringe Benefit Payments:	Health & Welfare	Pension	Vacation	Apprentice Training	Other
Contribution by Employer:	\$13.00	\$18.84	none	\$1.22	none
Contribution by Employee:	none	none	none	none	none

Union Representative:

Thomas J. Maloney
IBEW Local 96
Buisness 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		I.B.E.W. Local 96 Wiremen						Zone or Area		Worcester (excluding V		
Effective Date		9/3/2023										
Prevailing Wage Rate (Journeyworker)												
Effective Date		9/3/23										
Journeyworker Base Wage		\$45.99										
	+											
Health and Welfare		\$13.00										
	+											
Total Pensions		\$13.78										
Annuity		\$5.06										
	+											
Supplemental Unemployment												
	→											
Total Journeyworker Rate	=	\$77.83	\$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		\$ 45.99	\$ 45.99	\$ 45.99	\$ 45.99	\$ 45.99	\$ 45.99	\$ 45.99	\$ 45.99	\$ 45.99	\$ 45.99	
Apprentice step percentage	→	40.00%	45.00%	48.00%	55.00%	65.00%	80.00%					
	→											
Apprentice Base Wage	=	\$ 18.40	\$ 20.70	\$ 22.08	\$ 25.29	\$ 29.89	\$ 36.79	\$ -	\$ -	\$ -	\$ -	
Apprentice Health & Welfare		\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00					
Apprentice Total Pension		\$ 0.55	\$ 0.62	\$ 13.06	\$ 13.16	\$ 13.30	\$ 13.50					
Apprentice Annuity		\$ -	\$ -	\$ 2.43	\$ 2.78	\$ 3.29	\$ 4.05					
Apprentice Supplemental UI												
	→											
Total Apprentice Rate	=	\$ 31.95	\$ 34.32	\$ 50.57	\$ 54.23	\$ 59.48	\$ 67.34	\$ -	\$ -	\$ -	\$ -	

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

This Fund is to be administered by a Board of Trustees appointed by the parties to this Agreement under a legally approved Trust Agreement.

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' 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. N.E.B.F. 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 IBEW LOCAL 96. The Employer agrees to contribute to the Annuity Fund IBEW Local 96 an amount equal to eleven-percent (11% to the nearest penny) of the effective journeyman hourly rate of pay for each hour worked for all workers covered by this Agreement, excluding apprentices.

This hourly contribution amount will be compounded for overtime hours as follows: For "time-and-one half" overtime hours, the compounded hourly amount to be contributed will equal one and one-half times the hourly base contribution amount. For "double-time" overtime hours, the compounded hourly amount to be contributed will equal two times the hourly base contribution amount.

Apprentices' Annuity hourly contribution amounts are percentage contributions that parallel the apprentices' wage percentages. When the apprentice works overtime hours, the Annuity amount contributed for those hours will be based upon the percentage of the applicable compounded Annuity contribution.

For all apprentices indentured after June 1, 1989, Employer contributions to the Annuity Fund IBEW Local 96 shall commence upon completion of 1,999 hours of employment and completion of the first year of the apprenticeship program. Annuity contributions shall be based upon the applicable apprentice's wage percentage for each hour worked, accordingly compounded for overtime hours, in accordance with the following schedule:

HOURS OF EMPLOYMENT

0,000 to 0,999 hrs
1,000 to 1,999 hrs
2,000 to 3,499 hrs
3,500 to 4,999 hrs
5,000 to 6,499 hrs
6,500 to 8,000 hrs

ANNUITY HOURLY CONTRIBUTION BASED UPON

Contribution rate not applicable
Contribution rate not applicable
48% of prevailing Annuity Contribution
55% of prevailing Annuity Contribution
65% of prevailing Annuity Contribution
80% of prevailing Annuity Contribution

All payments to the Annuity Fund IBEW Local 96 are due monthly no later than the fifteenth (15th) of the month following the incurring of the obligation.

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: **MIDDLESEX COUNTY townships:** Ashby, Ashland, Ayer, Devens, Groton, Hopkinton, Hudson, Marlborough, Pepperell, Shirley, Stow and Townsend; **WORCESTER COUNTY townships (excluding Warren):** Ashburnham, Athol, Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Fitchburg, Gardner, Grafton, Hardwick, Harvard, Holden, Hopedale, Hubbardston, Lancaster, Leicester, Leominster, Lunenburg, Mendon, Milford, Millbury, Millville, New Braintree, Northborough, Northbridge, North Brookfield, Oakham, Oxford, Paxton, Petersham, Phillipston, Princeton, Royalston, Rutland, Shrewsbury, Southborough, Southbridge, Spencer, Sterling, Sturbridge, Sutton, Templeton, Upton, Uxbridge, Webster, Westborough, West Boylston, West Brookfield, Westminster, Winchendon, and Worcester.

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 areas under the Davis-Bacon Act to which the Agreement applies.