

WAGE SUMMARY

NORTHEASTERN LINE CONSTRUCTORS CHAPTER

LOCAL UNION 104, IBEW

BUSINESS MANAGER MR. BRIAN MURPHY

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ANNIVERSARY SEPTEMBER 2, 2028

TYPE AGREEMENT COMMERCIAL  
MASSACHUSETTS, RHODE ISLAND

EFFECTIVE DATE	9/1/2024	8/31/2025	8/30/2026	8/29/2027
<b>BASE RATE</b>	<b>58.41</b>	<b>60.92</b>	<b>63.55</b>	<b>66.08</b>
<b>NEBF 3%</b>	<b>1.75</b>	<b>1.83</b>	<b>1.91</b>	<b>1.98</b>
<b>HEALTH &amp; WELFARE</b>	<b>10.50</b>	<b>10.75</b>	<b>11.00</b>	<b>11.25</b>
<b>LOCAL PENSION</b>	<b>17.50</b>	<b>18.00</b>	<b>18.50</b>	<b>19.00</b>
<b>SAFETY 3%</b>	<b>1.75</b>	<b>1.83</b>	<b>1.91</b>	<b>1.98</b>
<b>NEAT .75%</b>	<b>0.44</b>	<b>0.46</b>	<b>0.48</b>	<b>0.50</b>
<b>MARKET RECOVERY</b>	<b>1.00</b>	<b>1.00</b>	<b>1.00</b>	<b>1.00</b>
<b>NEIF .5%</b>	<b>0.29</b>	<b>0.30</b>	<b>0.32</b>	<b>0.33</b>
<b>NELCAF .75%</b>	<b>0.44</b>	<b>0.46</b>	<b>0.48</b>	<b>0.50</b>
<b>NLMCC</b>	<b>0.01</b>	<b>0.01</b>	<b>0.01</b>	<b>0.01</b>
<b>TOTAL</b>	<b>92.09</b>	<b>95.56</b>	<b>99.16</b>	<b>102.63</b>
<b>120% GENERAL FOREMAN</b>	<b>70.09</b>	<b>73.10</b>	<b>76.26</b>	<b>79.30</b>
<b>113% FOREMAN</b>	<b>66.00</b>	<b>68.84</b>	<b>71.81</b>	<b>74.67</b>
<b>108% HEAD LINEMAN</b>	<b>63.08</b>	<b>65.79</b>	<b>68.63</b>	<b>71.37</b>
<b>100% LINEMAN / SPLICER</b>	<b>58.41</b>	<b>60.92</b>	<b>63.55</b>	<b>66.08</b>
<b>APPRENTICES:</b>				
<b>90% SEVENTH PERIOD</b>	<b>52.57</b>	<b>54.83</b>	<b>57.20</b>	<b>59.47</b>
<b>85% SIXTH PERIOD</b>	<b>49.65</b>	<b>51.78</b>	<b>54.02</b>	<b>56.17</b>
<b>80% FIFTH PERIOD</b>	<b>46.73</b>	<b>48.74</b>	<b>50.84</b>	<b>52.86</b>
<b>75% FOURTH PERIOD</b>	<b>43.81</b>	<b>45.69</b>	<b>47.66</b>	<b>49.56</b>
<b>70% THIRD PERIOD</b>	<b>40.89</b>	<b>42.64</b>	<b>44.49</b>	<b>46.26</b>
<b>65% SECOND PERIOD</b>	<b>37.97</b>	<b>39.60</b>	<b>41.31</b>	<b>42.95</b>
<b>60% FIRST PERIOD</b>	<b>35.05</b>	<b>36.55</b>	<b>38.13</b>	<b>39.65</b>
<b>85% EQUIPMENT OPERATOR "A"</b>	<b>49.65</b>	<b>51.78</b>	<b>54.02</b>	<b>56.17</b>
<b>75% EQUIPMENT OPERATOR "B"</b>	<b>43.81</b>	<b>45.69</b>	<b>47.66</b>	<b>49.56</b>
<b>85% CABLEMAN</b>	<b>49.65</b>	<b>51.78</b>	<b>54.02</b>	<b>56.17</b>
<b>70% DRIVER GROUNDMAN CDL</b>	<b>40.89</b>	<b>42.64</b>	<b>44.49</b>	<b>46.26</b>
<b>55% INEXPERIENCED DRIVER</b>	<b>32.13</b>	<b>33.51</b>	<b>34.95</b>	<b>36.34</b>
<b>60% CABLE TECHNICIAN</b>	<b>35.05</b>	<b>36.55</b>	<b>38.13</b>	<b>39.65</b>
<b>55% GROUNDMAN</b>	<b>32.13</b>	<b>33.51</b>	<b>34.95</b>	<b>36.34</b>
<b>45% INEXPERIENCED GROUNDMAN</b>	<b>26.28</b>	<b>27.41</b>	<b>28.60</b>	<b>29.74</b>

ADDITIONAL INFORMATION:

Other Pension Contributions - See Agreement/Amendment