



International Brotherhood of Electrical Workers

Local Union No. 104

Chartered January 24, 1900

900 South Main Street, Mansfield, MA 02048 · Tel. (508) 660-3900 · Fax (508) 660-0986
22 Old Concord Turnpike, Barrington, NH 03825 · Tel. (603) 868-1143 · Fax (603) 868-1798
238 Goddard Road, P.O. Box 1289, Lewiston, ME 04240 · Tel. (207) 241-7691 · Fax (207) 241-0899
www.ibew104.org



September 1, 2025

Dear Storm Response Contractor:

Please be advised Local 104 requires a signed Letter of Assent with your Federal ID number, which is included in this storm packet. Kindly complete it and return it to karen@ibew104.org for filing. We will forward you a completed copy once it is approved by the International Office.

In addition, a determination as to which section of the National Outside Construction Emergency Response Agreement, either 3A or 3B, you will be using is needed.

A crew roster with copies of employee's dues receipts or a copy of their referral from the home local union should be forwarded to this office.

Should you have any questions, please feel free to contact our office.

We appreciate your rapid response to this possible storm event. Please remember safety is a priority and our goal is that everyone returns in the same manner that they left.

Sincerely,

Brian T. Murphy
Business Manager/Financial Secretary

BMT/klm
Enc.

Brian T. Murphy, Business Manager/Financial Secretary
Jason Bentley, Assistant Business Manager/Recording Secretary
Hugh Boyd, Assistant Business Manager/Treasurer
Tim Burgess, Assistant Business Manager/Veterans Committee Rep 2nd Dist.

Brian Pierce, President
Sean Matthews, Vice President
Jimmy Foster, Business Representative
Dave Moreau, Membership Coordinator

LETTER of ASSENT - B

This is to certify that the undersigned employer has examined a copy of the current approved¹

OUTSIDE UTILITY

labor agreement between²

Northeastern Line Constructors Chapter, NECA

and Local Union³ 0104, IBEW.

The undersigned employer hereby agrees to comply with all of the provisions contained in the above mentioned agreement and all approved amendments thereto, as well as subsequent approved agreements between² Northeastern Line Constructors Chapter, NECA and Local Union³ 0104, IBEW. It is understood that the signing of this letter of assent shall be as binding on the undersigned employer as though he had signed the above referred to agreement, including any approved amendments thereto, and any subsequent approved agreements.

This letter of assent shall become effective for the undersigned employer on the ⁴ _____ day of _____,

_____ and shall remain in effect unless and until terminated as provided in the following paragraph.

If the undersigned employer does NOT intend to comply with and be bound by all of the provisions in any subsequently approved agreements between² Northeastern Line Constructors Chapter, NECA

and Local Union³ 0104, IBEW, he shall so notify the Local Union in writing at least one hundred (100) days prior to the termination date of the then current agreement.

The Employer agrees that if a majority of its employees authorizes the Local Union to represent them in collective bargaining, the Employer will recognize the Local Union as the NLRA Section 9(a) collective bargaining agent for all employees performing electrical construction work within the jurisdiction of the Local Union on all present and future jobsites.

In accordance with Orders issued by the United States District Court for the District of Maryland on October 10, 1980, in Civil Action HM-77-1302, if the undersigned employer is not a member of the National Electrical Contractors Association, this letter of assent shall not bind the parties to any provision in the above-mentioned agreements requiring payment into the National Electrical Industry Fund, unless the above Orders of Court shall be stayed, reversed on appeal, or otherwise nullified.

SUBJECT TO THE APPROVAL OF THE INTERNATIONAL PRESIDENT, IBEW

⁵ Name of Firm _____

Street Address/P.O. Box Number _____

City, State (Abbr.) Zip Code _____

⁶Federal Employer Identification No.: _____

SIGNED FOR THE EMPLOYER

BY ⁷ _____

(original signature)

NAME ⁸ _____

TITLE/DATE _____

SIGNED FOR THE UNION³ 0104, IBEW

BY ⁷ _____

(original signature)

NAME ⁸ Brian T. Murphy

TITLE/DATE BM/FS

INSTRUCTIONS (All items must be completed in order for assent to be processed)

¹ TYPE OF AGREEMENT

Insert type of agreement. Example: Inside, Outside Utility, Outside Commercial, Outside Telephone, Residential, Motor Shop, Sign, Tree Trimming, etc.

The Local Union must obtain a separate assent to each agreement the employer is assenting to.

² NAME OF CHAPTER OR ASSOCIATION

Insert full name of NECA Chapter or Contractors Association involved.

³ LOCAL UNION

Insert Local Union Number.

⁴ EFFECTIVE DATE

Insert date that the assent for this employer becomes effective. Do not use agreement date unless that is to be the effective date of this Assent.

⁵ EMPLOYER'S NAME & ADDRESS

Print or type Company name & address.

⁶ FEDERAL EMPLOYER IDENTIFICATION NO.

Insert the identification number which must appear on all forms filed by the employer with the Internal Revenue Service.

⁷ SIGNATURES

⁸ SIGNER'S NAME

Print or type the name of the person signing the Letter of Assent. International Office copy must contain actual signatures-not reproduced-of a Company representative as well as a Local Union officer.

A MINIMUM OF FIVE COPIES OF THE JOINT SIGNED ASSENTS MUST BE SENT TO THE INTERNATIONAL OFFICE FOR PROCESSING. AFTER APPROVAL, THE INTERNATIONAL OFFICE WILL RETAIN ONE COPY FOR OUR FILES, FORWARD ONE COPY TO THE IBEW DISTRICT VICE PRESIDENT AND RETURN THREE COPIES TO THE LOCAL UNION OFFICE. THE LOCAL UNION SHALL RETAIN ONE COPY FOR THEIR FILES AND PROVIDE ONE COPY TO THE SIGNATORY EMPLOYER AND ONE COPY TO THE LOCAL NECA CHAPTER.

Print Form

NECA/IBEW

National Outside Construction Emergency Response Agreement

This agreement made and entered into by and between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers, is applicable to all firms who sign a Letter of Assent to be bound by an outside construction agreement between any line construction chapter of NECA and any local union of the IBEW. The IBEW may make this agreement available to other employers in the outside electrical construction industry who are signed to like outside construction agreements as mentioned above.

This agreement shall take effect August 1, 2009, and shall remain in effect until August 1, 2012, unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from August 1 through the last day of July of each year, unless either party terminates this agreement by providing written notification to the other party at least 90 days prior to the expiration date of the agreement or any anniversary date occurring thereafter. Notwithstanding proper notice required in item 4 below, any work commenced or contracted for during an "emergency response" (as described below) that occurs while this agreement is in effect shall be completed under the terms of this agreement.

The provisions of this agreement will be effective whenever a utility, municipality, or rural electric cooperative has called for a response to an "emergency" in their service area. The agreement will continue until the contractor has been released by the utility.

The term *NECA*, as hereinafter used, shall mean the National Electrical Contractors Association. The term *chapter* shall mean the applicable chapter of NECA. The term *employer* shall mean an individual firm that has signed a Letter of Assent to an "outside" construction agreement as mentioned above.

The term *IBEW* or *union*, as hereinafter used, shall mean the International Brotherhood of Electrical Workers. The term *local union* shall mean an IBEW local union.


The term "*site*" or "*emergency*" shall refer to the jurisdiction of the local union where the work is being performed. The term "*home*" shall refer to the jurisdiction of the local union where the individual workers moved under the provisions of this agreement were employed prior to their transfer to the "emergency response" area.

During the period of the "emergency response," the following conditions will exist:

1. All employers will have full portability of employees between local unions for all classifications of workers covered under either or ***both the site and home*** agreements. It is understood and agreed to that this portability will apply to apprentices for the period of the "emergency" provided the home AJATC allows apprentices to travel for storm work. AJATC's shall work co-operatively to assure that apprentices are accommodated during periods of working in an "emergency response." No employer or their employees shall be penalized in any way upon returning to their home areas after working under an "emergency response," including any requirement for the lay-off or re-referral of employees. Employees traveling under this "emergency response" agreement shall be paid for travel directly from the "home" to the "site" area and back to the "home" area at the appropriate wage rate. Employees traveling under this provision must provide proof they were legitimately referred to the travelling contractor by an IBEW local union to the site local union upon request. Employee "raiding" or "direct solicitation" is not an acceptable practice and may result in appropriate grievances or charges filed against those involved.
2. The minimum wage and fringe benefit package for all employees, including apprentices, working during an "emergency response" shall be the wage and fringe benefit package of the site local "outside" NECA/IBEW collective bargaining agreement. Additionally, all other working conditions of the "site" local "outside" agreement will prevail during the "emergency response" except for certain grievances resulting from section 3(a) below. Any grievances arising out the first sentence of section 3(a) shall be handled in accordance with the provisions of the "home" agreement
3. Employers traveling into the "emergency" area shall be permitted to report and pay their employees according to either section 3(a) or section 3(b) below and declare such method in accordance with item 4 below:
 - a. Traveling employers shall pay and report in the amount required by their home agreement, all fringe benefit payments (healthcare, pension, annuity, NEBF, NEAP, NLMCC etc.) and/or special fund contributions (safety, clothing, testing, etc.) back to their home local area. If the total wage and fringe benefit package in the "emergency" area agreement is higher than the total wage and fringe benefit package in the home area agreement, the difference shall be converted to dollars and added to the employee's hourly wage. All IBEW local union working assessments; NECA Chapter dues, AMF, and/or service charges; and apprenticeship contributions shall be paid to the "emergency" area Local Union, Chapter and AJATC. A copy of all payments paid and reported to the home area chapter shall be furnished to the "emergency" area chapter and a copy of all payments paid and reported to the "emergency" area chapter shall be furnished to the home area chapter. **OR:**


- b. Traveling employers shall make and report all payments for wages, fringe benefits and any other funds required in accordance with the "emergency" area agreement.
4. Employers performing work under this "emergency response" agreement shall notify both their "home" and "emergency" area IBEW Local Union, NECA Chapter and AJATC as soon as possible; however the employee shall be notified prior to traveling. This notification may be done by fax, e-mail or phone and shall include the designation of payment option per item 3 above, the names, classifications, local union and/or social security number of the employees being brought in for "emergency response" work. While it is understood that in an "emergency response" situation the mobilization of equipment and manpower is the highest priority, this does not relieve an employer from the notification requirements listed above.

Signed for NECA


John M. Grau
CEO

Date: 10/6/2009

Signed for the IBEW


Edwin D. Hill
International President

Date: 10/9/09

I
(Please Print)

hereby authorize and direct
..... to deduct from my pay, 3.5 percent
of my gross wages in accordance with By-Laws of Local Union 104 and the Constitution
of the International Brotherhood of Electrical Workers and pay same to said Local Union
in accordance with the terms of the bargaining agreement between the employers and the
Union.

Signature

DateDept.....

Witness

FOR UNION FILE



I
(Please Print)

hereby authorize and direct
..... to deduct from my pay, 3.5 percent
of my gross wages in accordance with By-Laws of Local Union 104 and the Constitution
of the International Brotherhood of Electrical Workers and pay same to said Local Union
in accordance with the terms of the bargaining agreement between the employers and the
Union.

Signature

DateDept.....

Witness

FOR COMPANY FILE



AUTHORIZATION FOR REPRESENTATION

I authorize Local Union No. 104 of the International Brotherhood of Electrical Workers to represent me as my National Labor Relations Act (NLRA), Section 9(a), bargaining representative in collective bargaining with present and future employers on all present and future jobsites within the jurisdiction of the Union. This Authorization is non-expiring, binding, and valid until such time as I submit a written revocation.

Name _____
(Print first, middle, and last name)

Home Address _____

City _____ State _____ Zip _____

Phone _____ Email _____

Date of Authorization Signature



IBEW POLITICAL ACTION COMMITTEE (PAC)
CHECK-OFF AUTHORIZATION

I hereby authorize my employer to deduct from my pay \$ _____ each pay period and forward this amount to the IBEW PAC Voluntary Fund. I understand that the IBEW PAC Voluntary Fund will use this money to make political contributions and expenditures in connection with federal and state elections.

This authorization is signed voluntarily and not out of any fear of reprisal. I am aware that I may revoke this authorization at any time by notifying the IBEW PAC in writing. Contributions to the IBEW PAC are not deductible as charitable contributions for federal income tax purposes.

Signature of IBEW Member _____ Date _____

Name (Print) _____

Local Union No. _____ Card No. _____



MONTHLY PAYROLL REPORT SUMMARY FOR LOCAL 104 South (MA/RI)

Name of Employer _____ Tax ID# _____
 Address _____ Month Ending _____

Phone# _____

Type of Entity: _____ Single Proprietorship _____ Partnership _____ Corporation

1. Benefits Fund - make check payable to N.E.E.W. Benefits Fund

_____ Hours @ \$10.75 per hours worked = \$ _____

2. Pension Fund - make check payable to N.E.E.W. Money Purchase Plan & Trust

_____ Hours @ \$18.00 per hours worked = \$ _____

Forward payroll reports, separate checks and one (1) copy of this Summary Report to:

N.E.E.W. Benefits Fund, P.O. Box 729, 321 Research Parkway, Ste. 110, Meriden, CT 06450

3. Occupational Safety, Health and Education Fund - make check payable to I.B.E.W. Local 104 O S H E

Gross Pay \$ _____ @3% = \$ _____

4. Assessments - make check payable to I.B.E.W. Local 104

Gross Pay \$ _____ @3.5% = \$ _____

5. C.O.P.E. - make check payable to I.B.E.W. Local 104 PAC

_____ Hours worked @ \$.05 per hours worked = \$ _____

6. ****Safety/OSHE Market Recovery - make check payable to OSHE/Safety Market Recovery - CHECKS ONLY**

_____ Hours worked @ \$1.00 per hours worked = \$ _____

Forward payroll reports, separate checks and one (1) copy of this Summary Report to: **I.B.E.W. Local 104, 22 Old Concord Turnpike, Barrington, NH 03825.**

7. National Electrical Benefit Fund - make check payable to N.E.B.F.

Gross Pay \$ _____ @3% = \$ _____

Total Hours _____ # of Employees _____

The employer reporting herein recognizes that it is bound by the Restated Employees Benefit Agreement and Trust for the National Electrical Benefit Fund (NEBF) and the National Electrical Annuity Plan Agreement and Trust (NEAP) and agrees to make the required contributions to the NEBF and NEAP as provided for therein. The employer acknowledges having received a copy of the above Agreements. The employer certifies that the information contained in this report is a full and accurate statement of hours worked and wages earned of all employees subject to employer contributions (pursuant to Article 6 of the Agreements). The employer further certifies that if contributions are made on behalf of non-bargaining unit employees, it is making such contributions in accordance with Article 6 of the Agreements and it is either covering all such non-bargaining unit employees or alumni employees only, except those who may be excluded pursuant to Section 6.3 of the NEBF Agreement and section 6.2 of the NEAP Agreement. The employer further certifies that if it is reporting on behalf of a related organization as defined in Article 6 of the Agreement, either all employees of the organization or alumni employees only are covered, except those who may be excluded pursuant to Section 6.3 of the NEBF Agreement and Section 6.2 of the NEAP Agreement.

Signature & Title _____ Date _____

8. National Electrical Industry Fund - make check payable to N.E.I.F. _____

Gross Pay \$ _____ @ .5% = \$ _____

9. Northeastern Line Constructors Administration Fund - make check payable to N.E.L.C.A.F. _____

Gross Pay \$ _____ @.75% = \$ _____

10. National Labor Management Cooperation Committee - make check payable to N.L.M.C.C. _____

_____ Hours @ \$.01 per hours worked = \$ _____

Forward separate checks, four (4) copies of this Summary Report and two (2) copies of your employee backup* of employees to: Northeastern Line Constructors Employees Benefit Board, 700 White Plains Road, Suite 271, Scarsdale, N.Y. 10583

* Backup of employees to include: Employee Names, SSNs, Classifications, Hours & Gross Wages

11. Northeastern Joint Apprenticeship and Training Trust Fund - make check payable to N.E.A.T. _____

Gross Pay \$ _____ @ .75% = \$ _____

Forward check and (1) copy of this Summary Report to: **NEAT, 1513 Ben Franklin Hwy, Douglassville, PA 19518**

Reports are due no later than fifteen (15) days following the last day of each calendar month.

Check if: ☐ Forms are needed ☐ First Report ☐ Final Report Rev. 9/25

****PLEASE NOTE CHANGE HIGHLIGHTED IN GREEN FOR SOUTH CONTRACT ONLY**

WAGE SUMMARY

NORTHEASTERN LINE CONSTRUCTORS CHAPTER
 BUSINESS MANAGER MR. BRIAN MURPHY
 ANNIVERSARY SEPTEMBER 2, 2028
 LOCAL UNION 104, IBEW

TELEPHONE #(508) 660-3900
 TYPE AGREEMENT UTILITY
 MASSACHUSETTS, RHODE ISLAND

EFFECTIVE DATE	8/31/2025	8/30/2026	8/29/2027
BASE RATE	59.97	62.57	65.06
NEBF 3%	1.80	1.88	1.95
HEALTH & WELFARE	10.75	11.00	11.25
LOCAL PENSION	18.00	18.50	19.00
SAFETY 3%	1.80	1.88	1.95
SAFETY/OSHE MR \$1.00 per hour worked	1.00	1.00	1.00
NEAT .75%	0.45	0.47	0.49
NEIF .5%	0.30	0.31	0.33
NELCAF .75%	0.45	0.47	0.49
NLMCC	0.01	0.01	0.01
TOTAL	94.53	98.09	101.52
120% GENERAL FOREMAN	71.96	75.08	78.07
113% FOREMAN	67.77	70.70	73.52
108% HEAD LINEMAN	64.77	67.58	70.26
100% LINEMAN / SPLICER	59.97	62.57	65.06
APPRENTICES:			
90% SEVENTH PERIOD	53.97	56.31	58.55
85% SIXTH PERIOD	50.97	53.18	55.30
80% FIFTH PERIOD	47.98	50.06	52.05
75% FOURTH PERIOD	44.98	46.93	48.80
70% THIRD PERIOD	41.98	43.80	45.54
65% SECOND PERIOD	38.98	40.67	42.29
60% FIRST PERIOD	35.98	37.54	39.04
85% EQUIPMENT OPERATOR "A"	50.97	53.18	55.30
75% EQUIPMENT OPERATOR "B"	44.98	46.93	48.80
85% CABLEMAN	50.97	53.18	55.30
70% DRIVER GROUNDMAN CDL	41.98	43.80	45.54
55% INEXPERIENCED DRIVER GROUNDMAN	32.98	34.41	35.78
60% CABLE TECHNICIAN	35.98	37.54	39.04
55% GROUNDMAN	32.98	34.41	35.78
45% INEXPERIENCED GROUNDMAN	26.99	28.16	29.28

ADDITIONAL INFORMATION:

Other Classification Contributions - See Agreement/Amendment

EFFECTIVE 8/31/25 The OSHE Contribution is 3% GL plus \$1.00 per hour

WORKING ASSESSMENT - 3.5%

DATE: July 3, 2025

MONTHLY PAYROLL REPORT SUMMARY FOR LOCAL 104 North (ME, NH, VT)

Name of Employer _____ Tax ID# _____
Address _____ Month _____
Ending _____ Phone# _____
Type of Entity: _____ Single Proprietorship _____ Partnership _____ Corporation

1. Benefits Fund - make check payable to N.E.E.W. Benefits Fund
_____ Hours @ \$10.50 per hours worked (Benefit Fund) = \$ _____
2. Pension Fund - make check payable to N.E.E.W. Money Purchase Plan & Trust
_____ Hours @ \$17.50 per hours worked = \$ _____

Forward payroll reports, separate checks and one (1) copy of this Summary Report to:
N.E.E.W. Benefits Fund, P.O. Box 729, 321 Research Parkway, Ste. 110, Meriden, CT 06450

3. Occupational Safety, Health and Education Fund - make check payable to I.B.E.W. Local 104 O.S.H.E.
Gross Pay \$ _____ @ 2% = \$ _____
4. Assessments - make check payable to I.B.E.W. Local 104
Gross Pay \$ _____ @ 3.5% = \$ _____
5. C.O.P.E. - make check payable to I.B.E.W. Local 104 PAC
_____ Hours worked @ \$.05 per hours worked = \$ _____
6. Market Recovery - make check payable to I.B.E.W. Local 104 MARKET RECOVERY
_____ Hours worked @ \$.50 per hours worked = \$ _____

Forward payroll reports, separate checks and one (1) copy of this Summary Report to:
I.B.E.W. Local 104, 22 Old Concord Turnpike, Barrington, NH 03825

7. National Electrical Benefit Fund - make check payable to N.E.B.F.
Gross Pay \$ _____ @3% = \$ _____
Total Hours _____ # of Employees _____

The employer reporting herein recognizes that it is bound by the Restated Employees Benefit Agreement and Trust for the National Electrical Benefit Fund (NEBF) and the National Electrical Annuity Plan Agreement and Trust (NEAP) and agrees to make the required contributions to the NEBF and NEAP as provided for therein. The employer acknowledges having received a copy of the above Agreements. The employer certifies that the information contained in this report is a full and accurate statement of hours worked and wages earned of all employees subject to employer contributions (pursuant to Article 6 of the Agreements). The employer further certifies that if contributions are made on behalf of non-bargaining unit employees, it is making such contributions in accordance with Article 6 of the Agreements and it is either covering all such non-bargaining unit employees or alumni employees only, except those who may be excluded pursuant to Section 6.3 of the NEBF Agreement and section 6.2 of the NEAP Agreement. The employer further certifies that if it is reporting on behalf of a related organization as defined in Article 6 of the Agreement, either all employees of the organization or alumni employees only are covered, except those who may be excluded pursuant to Section 6.3 of the NEBF Agreement and Section 6.2 of the NEAP Agreement.

Signature & Title _____ Date _____

8. National Electrical Industry Fund - make check payable to N.E.I.F.
Gross Pay \$ _____ @.5% = \$ _____
9. Northeastern Line Constructors Administration Fund - make check payable to N.E.L.C.A.F.
Gross Pay \$ _____ @.75% = \$ _____
10. National Labor Management Cooperation Committee - make check payable to N.L.M.C.C.
_____ Hours @ \$.01 per hours worked = \$ _____

Forward separate checks, four (4) copies of this Summary Report and two (2) copies of your employee backup* of employees to: **Northeastern Line Constructors Employees Benefit Board, 700 White Plains Road, Suite 271, Scarsdale, N.Y. 10583**

* Backup of employees to include: Employee Names, SSNs, Classifications, Hours & Gross Wages.

11. Northeastern Joint Apprenticeship and Training Trust Fund - make check payable to N.E.A.T.
Gross Pay \$ _____ @ .75% = \$ _____
- Forward check and (1) copy of this Summary Report to: **NEAT, 1513 Ben Franklin Highway, Douglasville, PA 19518**

Reports are due no later than fifteen (15) days following the last day of each calendar month.

Check if: ☐ Forms are needed ☐ First Report ☐ Final Report

WAGE SUMMARY

NORTHEASTERN LINE CONSTRUCTORS CHAPTER LOCAL UNION 104 NORTH, IBEW

BUSINESS MANAGER MR.BRIAN MURPHY

TELEPHONE # (603)868-1143

ANNIVERSARY SEPTEMBER 2, 2028

TYPE AGREEMENT UTILITY

MAINE, NEW HAMPSHIRE AND VT

EFFECTIVE DATES	09/01/24	08/31/25	08/30/26	08/29/27
BASE RATE	47.58	50.53	53.65	56.66
NEBF 3%	1.43	1.52	1.61	1.70
HEALTH & WELFARE	10.50	10.75	11.00	11.25
LOCAL PENSION	17.50	18.00	18.50	19.00
OSHE 2%	0.95	1.01	1.07	1.13
MARKET RECOVERY	0.50	0.50	0.50	0.50
NEAT .75%	0.36	0.38	0.40	0.42
NEIF .5%	0.24	0.25	0.27	0.28
NELCAF .75%	0.36	0.38	0.40	0.42
NLMCC	0.01	0.01	0.01	0.01
TOTAL	\$79.43	\$83.33	\$87.41	\$91.37
120% GENERAL FOREMAN	\$57.10	\$60.64	\$64.38	\$67.99
113% FOREMAN	53.77	57.10	60.62	64.03
108% HEAD LINEMAN	51.39	54.57	57.94	61.19
100% JOURNEYMAN LINEMAN/SPLICER	47.58	50.53	53.65	56.66
APPRENTICES:				
90% SEVENTH PERIOD	42.82	45.48	48.29	50.99
85% SIXTH PERIOD	40.44	42.95	45.60	48.16
80% FIFTH PERIOD	38.06	40.42	42.92	45.33
75% FOURTH PERIOD	35.69	37.90	40.24	42.50
70% THIRD PERIOD	33.31	35.37	37.56	39.66
65% SECOND PERIOD	30.93	32.84	34.87	36.83
60% FIRST PERIOD	28.55	30.32	32.19	34.00
85% EQUIPMENT OPERATOR "A"	40.44	42.95	45.60	48.16
75% EQUIPMENT OPERATOR "B"	35.69	37.90	40.24	42.50
85% CABLEMAN	40.44	42.95	45.60	48.16
70% DRIVER GROUNDMAN CDL	33.31	35.37	37.56	39.66
55% INEXPERIENCE DRIVER GROUNDMAN	26.17	27.79	29.51	31.16
60% CABLE TECHNICIAN	28.55	30.32	32.19	34.00
55% GROUNDMAN	26.17	27.79	29.51	31.16
45% INEXPERIENCE GROUNDMAN	21.41	22.74	24.14	25.50

ADDITIONAL INFORMATION: 3.5% Working Assessments

Other Contributions - See Agreement/Amendment

Section 6.02 **NEW ENGLAND ELECTRICAL WORKERS MONEY PURCHASE PLAN
and TRUST**

A. The Employer agrees to contribute the following to the NEEW Money Purchase Plan and Trust:

Journeyman Lineman	\$17.50
Heavy Equipment Operator "A"	14.36
Heavy Equipment Operator "B"	10.89
Cableman	10.28
Driver Groundman CDL	10.10

Effective August 31, 2025, the Employer agrees to contribute the following:

Journeyman Lineman	\$18.00
Heavy Equipment Operator "A"	14.79
Heavy Equipment Operator "B"	11.27
Cableman	10.71
Driver Groundman CDL	10.45

Effective August 31, 2026, the Employer agrees to contribute the following:

Journeyman Lineman	\$18.50
Heavy Equipment Operator "A"	15.22
Heavy Equipment Operator "B"	11.65
Cableman	11.14
Driver Groundman CDL	10.80

Effective August 29, 2027, the Employer agrees to contribute the following:

Journeyman Lineman	\$19.00
Heavy Equipment Operator "A"	15.65
Heavy Equipment Operator "B"	12.03
Cableman	11.57
Driver Groundman CDL	11.15

B. The employer agrees to contribute the following **per hour** for the **other classifications**:

Inexperienced Driver Groundman	\$ 1.00
(2,000) hrs	
Cable Technician	\$ 1.00
Groundman	\$ 1.00
Inexperienced Groundman	\$ 1.00

C. The following will be the contribution **per hour** for Apprentices:

Seventh Period	\$6.00	Third Period	\$2.50
Sixth Period	\$4.00	Second Period	\$2.50

Fifth Period	\$4.00	First Period	\$2.50
Fourth Period	\$4.00		

Section 6.03 NEW ENGLAND ELECTRICAL WORKERS BENEFITS FUND

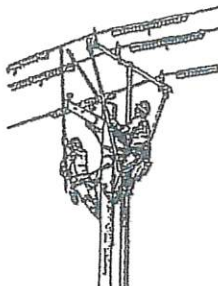
The Employer agrees to comply with all the applicable provisions of the NEEW Benefits Trust Agreement. The contributions will be **ten dollars and fifty cents (\$10.50)** per hour on all classifications of workers covered by the Agreement.

Effective August 31, 2025, the contributions will be **ten dollars and seventy-five cents (\$10.75)** per hour on all classifications of workers covered by the Agreement.

Effective August 30, 2026, the contributions will be **eleven dollars (\$11.00)** per hour on all classifications of workers covered by the Agreement.

Effective August 29, 2027, the contributions will be **eleven dollars and twenty-five cents (\$11.25)** per hour on all classifications of workers covered by the Agreement.

Contributions shall be paid no later than fifteen (15) days after each pay day to a Board of Trustees. One-half (1/2) of the Board shall be selected by the Union and one-half (1/2) by the Employer. Said Board of Trustees shall enter into a Trust Agreement whereby they will provide for the organization of the Board, the disposition of monies paid to them, the selection of a Local Bank Depository and the acquisition of Insurance and Pension Benefits, as well as such other regulations as may be met and proper in funds of this kind. The above services to be extended equally to all Employees working for an Employer in the jurisdiction of Local Union 104, I.B.E.W.



NORTHEASTERN JOINT APPRENTICESHIP AND TRAINING
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TO: All Contractors contributing to the NEAT Trust Fund

FROM: Jason Iannelli, Training Director

DATE: July 9, 2013

RE: NEAT Contribution Rate

The NEAT Trustees, at their meeting on June 28, 2013, decreased the NEAT Contribution Rate to **3/4 of 1% (.75%)** effective **September 1, 2013**.

Hours worked in September 2013 (contributions paid in October 2013) are to be paid at the new rate of **3/4 of 1% (.75%)**.

Enclosed is a payroll reporting form for your use.. Once we receive the revised payroll forms, an ample supply will be mailed to you.

If you are using a payroll form provided by the Local Union, simply use the revised rate until new forms are issued.

If you are reporting payroll through the Electronic Payroll Reporting System, the rate will automatically be changed on September 1, 2013.

If you have any questions, please contact this office at the above number.

JAI:lg

Enclosure

cc: M. Gilchrist – Northeastern Line Constructors Chapter

