

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 08/05/2024 - 02/02/2025	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
INSIDE WIRE GENERAL FOREPERSON + 20%	\$88.30	\$2.65	\$12.02	N/A	\$12.34	\$3.32	\$0.95	\$119.58	\$0.10	\$0.01	\$0.05	\$0.66	\$120.40	6%
INSIDE WIRE FOREPERSON + 10%	\$80.94	\$2.43	\$12.02	N/A	\$12.34	\$3.32	\$0.95	\$112.00	\$0.10	\$0.01	\$0.05	\$0.61	\$112.77	6%
INSIDE WIRE CABLE SPLICER + 10%	\$80.94	\$2.43	\$12.02	N/A	\$12.34	\$3.32	\$0.95	\$112.00	\$0.10	\$0.01	\$0.05	\$0.61	\$112.77	6%
INSIDE WIRE TUNNEL PAY + 10%	\$80.94	\$2.43	\$12.02	N/A	\$12.34	\$3.32	\$0.95	\$112.00	\$0.10	\$0.01	\$0.05	\$0.61	\$112.77	6%
INSIDE WIRE WELDER + 5%	\$77.26	\$2.32	\$12.02	N/A	\$12.34	\$3.32	\$0.95	\$108.21	\$0.10	\$0.01	\$0.05	\$0.58	\$108.95	6%
INSIDE WIRE JOURNEY LEVEL ELECTRICIAN	\$73.58	\$2.21	\$12.02	N/A	\$12.34	\$3.32	\$0.95	\$104.42	\$0.10	\$0.01	\$0.05	\$0.55	\$105.13	6%
APP WIRE 6TH PERIOD 6501-8000 85%	\$62.54	\$1.88	\$12.02	N/A	\$10.49	\$2.82	\$0.95	\$90.70	\$0.10	\$0.01	\$0.05	\$0.47	\$91.33	6%
APP WIRE 5TH PERIOD 5,001-6,500 75%	\$55.19	\$1.66	\$12.02	N/A	\$9.26	\$2.49	\$0.95	\$81.57	\$0.10	\$0.01	\$0.05	\$0.41	\$82.14	6%
APP WIRE 4TH PERIOD 3,501-5,000 65%	\$47.83	\$1.43	\$12.02	N/A	\$8.02	\$2.16	\$0.95	\$72.41	\$0.10	\$0.01	\$0.05	\$0.36	\$72.93	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52% of Journeyman	\$38.26	\$1.15	\$12.02	N/A	\$6.42	\$1.73	\$0.95	\$60.53	\$0.10	\$0.01	\$0.05	\$0.29	\$60.98	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47% of Journeyman	\$34.58	\$1.04	\$12.02	N/A	\$0.25	\$0.25	\$0.95	\$49.09	\$0.10	\$0.01	\$0.05	\$0.26	\$49.51	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42% of Journeyman	\$30.90	\$0.93	\$12.02	N/A	\$0.25	\$0.25	\$0.95	\$45.30	\$0.10	\$0.01	\$0.05	\$0.23	\$45.69	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
SOUND & COMMUNICATION AGREEMENT														
EFFECTIVE 08/05/2024 - 02/02/2025	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
Technician General Foreperson	\$58.00	\$1.74	N/A	\$7.71	\$5.30	\$3.73	\$0.64	\$77.12	\$0.05	\$0.01	\$0.05	\$0.44	\$77.67	6%
Technician Foreperson	\$53.16	\$1.59	N/A	\$7.71	\$5.30	\$3.73	\$0.64	\$72.13	\$0.05	\$0.01	\$0.05	\$0.40	\$72.64	6%
Journey Technician EL06 Certified	\$48.33	\$1.45	N/A	\$7.71	\$5.30	\$3.73	\$0.64	\$67.16	\$0.05	\$0.01	\$0.05	\$0.36	\$67.63	6%
Journey Technician EL06 Non-Certified (90%)*	\$43.50	\$1.31	N/A	\$7.71	\$4.77	\$3.36	\$0.64	\$61.29	\$0.05	\$0.01	\$0.05	\$0.33	\$61.73	6%
6th Per App (85%) 4001 - 4800 HRS	\$41.08	\$1.23	N/A	\$7.71	\$4.51	\$3.17	\$0.64	\$58.34	\$0.05	\$0.01	\$0.05	\$0.31	\$58.76	6%
5th Per App (80%) 3201 - 4000 HRS	\$38.66	\$1.16	N/A	\$7.71	\$4.24	\$2.98	\$0.64	\$55.39	\$0.05	\$0.01	\$0.05	\$0.29	\$55.79	6%
4th Per App (75%) 2401 - 3200 HRS	\$36.25	\$1.09	N/A	\$7.71	\$3.98	\$2.80	\$0.64	\$52.47	\$0.05	\$0.01	\$0.05	\$0.27	\$52.85	6%
3rd Per App (70%) 1601 - 2400 HRS	\$33.83	\$1.01	N/A	\$7.71	\$3.71	\$2.61	\$0.64	\$49.51	\$0.05	\$0.01	\$0.05	\$0.25	\$49.87	6%
2nd Per App (65%) 801 - 1600 HRS	\$31.41	\$0.94	N/A	\$7.71	\$3.45	\$2.42	\$0.64	\$46.57	\$0.05	\$0.01	\$0.05	\$0.24	\$46.92	6%
1st Per App (60%) 0 - 800 HRS	\$29.00	\$0.87	N/A	\$7.71	\$3.18	\$2.24	\$0.64	\$43.64	\$0.05	\$0.01	\$0.05	\$0.22	\$43.97	6%
Installer Level 3 (55%) (3001+ HRS)	\$26.58	\$0.80	N/A	\$7.71	\$2.92	\$2.05	\$0.64	\$40.70	\$0.05	\$0.01	\$0.05	\$0.20	\$41.01	6%
Installer Level 2 (45%) (2001-3000 HRS)	\$21.75	\$0.65	N/A	\$7.71	\$0.35	\$0.20	\$0.64	\$31.30	\$0.05	\$0.01	\$0.05	\$0.16	\$31.57	6%
Installer Level 1 (City of Seattle for Companies of 501+ Employees) (0-2000 HRS)**	\$19.97	\$0.60	N/A	\$7.71	\$0.35	\$0.20	\$0.64	\$29.47	\$0.05	\$0.01	\$0.05	\$0.15	\$29.73	6%
Installer Level 1 (Greater of \$17.25 or 35%) (0-2000 HRS)**	\$17.25	\$0.52	N/A	\$7.71	\$0.35	\$0.20	\$0.64	\$26.67	\$0.05	\$0.01	\$0.05	\$0.13	\$26.91	6%
* NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
** PER MOU REGARDING LEVEL 1 INSTALLER PAY RATE														

CONSTRUCTION STOCK PERSON AGREEMENT														
EFFECTIVE 02/05/2024 - 02/02/2025	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
SUPERVISOR STOCK PERSON - 110%	\$40.35	\$1.21	\$8.00	N/A	\$3.93	\$1.82	\$0.00	\$55.31	\$0.00	\$0.00	\$0.00	\$0.30	\$55.61	6%
JOURNEY LEVEL STOCK PERSON OVER 7,000 HRS	\$36.68	\$1.10	\$8.00	N/A	\$3.93	\$1.82	\$0.00	\$51.53	\$0.00	\$0.00	\$0.00	\$0.28	\$51.81	6%
STOCK PERSON III 5,001 -7,000 HRS (90%)	\$33.01	\$0.99	\$8.00	N/A	\$3.54	\$1.64	\$0.00	\$47.18	\$0.00	\$0.00	\$0.00	\$0.25	\$47.43	6%
STOCK PERSON II 3,001-5,000 HRS (70%)	\$25.68	\$0.77	N/A	\$5.35	\$2.75	\$1.27	\$0.00	\$35.82	\$0.00	\$0.00	\$0.00	\$0.19	\$36.01	6%
STOCK PERSON I 0-3,000 HRS (55%)	\$20.17	\$0.61	N/A	\$5.35	NONE	NONE	\$0.00	\$26.13	\$0.00	\$0.00	\$0.00	\$0.15	\$26.28	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
RESIDENTIAL AGREEMENT														
EFFECTIVE 02/05/2024 - 02/02/2025	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
RESIDENTIAL FOREPERSON (110%)	\$40.15	\$1.20	\$7.29	N/A	\$5.16	\$2.90	\$0.10	\$56.80	\$0.00	\$0.00	\$0.00	\$0.30	\$57.10	6%
RES JOURNEY LEVEL ELECTRICIAN - Base Wage \$36.50	\$36.50	\$1.10	\$7.29	N/A	\$5.16	\$2.90	\$0.10	\$53.05	\$0.00	\$0.00	\$0.00	\$0.27	\$53.32	6%
APPRENTICE PERCENTAGE RATE BASED ON BASE WAGE OF \$36.50/hr														
RES APPRENTICE 2701 - 3600 HRS 75%	\$27.38	\$0.82	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$34.50	\$0.00	\$0.00	\$0.00	\$0.21	\$34.71	6%
RES APPRENTICE 1801 - 2700 HRS 70%	\$25.55	\$0.77	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$32.62	\$0.00	\$0.00	\$0.00	\$0.19	\$32.81	6%
RES APPRENTICE 901 - 1800 HRS 65%	\$23.73	\$0.71	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$30.74	\$0.00	\$0.00	\$0.00	\$0.18	\$30.92	6%
RES APPRENTICE 0 - 900 HRS 60%	\$21.90	\$0.66	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$28.86	\$0.00	\$0.00	\$0.00	\$0.16	\$29.02	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
LIGHT FIXTURE MAINTENANCE AGREEMENT														
EFFECTIVE 02/05/2024 - 02/02/2025	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	MEDICAL PLAN 2	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
LIGHT FIXTURE MAINTENANCE JOURNEY TECH	\$30.28	\$0.91	N/A	\$5.25	NONE	\$2.25	\$0.00	\$38.69	\$0.00	\$0.00	\$0.00	NONE	\$38.69	6%
LIGHT FIXTURE MAINTENANCE TECHNICIAN	\$24.22	\$0.73	N/A	\$5.25	NONE	\$1.80	\$0.00	\$32.00	\$0.00	\$0.00	\$0.00	NONE	\$32.00	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH	\$19.68	\$0.59	N/A	\$5.25	NONE	\$0.50	\$0.00	\$26.02	\$0.00	\$0.00	\$0.00	NONE	\$26.02	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														