

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 02/03/2025 - 08/03/2025	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%	\$89.93	\$2.70	\$13.02	N/A	\$12.84	\$3.42	\$0.97	\$122.88	\$0.10	\$0.01	\$0.05	\$0.67	\$123.71	6%
INSIDE WIRE FOREPERSON + 10%	\$82.43	\$2.47	\$13.02	N/A	\$12.84	\$3.42	\$0.97	\$115.15	\$0.10	\$0.01	\$0.05	\$0.62	\$115.93	6%
INSIDE WIRE CABLE SPLICER + 10%	\$82.43	\$2.47	\$13.02	N/A	\$12.84	\$3.42	\$0.97	\$115.15	\$0.10	\$0.01	\$0.05	\$0.62	\$115.93	6%
INSIDE WIRE TUNNEL PAY + 10%	\$82.43	\$2.47	\$13.02	N/A	\$12.84	\$3.42	\$0.97	\$115.15	\$0.10	\$0.01	\$0.05	\$0.62	\$115.93	6%
INSIDE WIRE WELDER + 5%	\$78.69	\$2.36	\$13.02	N/A	\$12.84	\$3.42	\$0.97	\$111.30	\$0.10	\$0.01	\$0.05	\$0.59	\$112.05	6%
INSIDE WIRE JOURNEY LEVEL ELECTRICIAN	\$74.94	\$2.25	\$13.02	N/A	\$12.84	\$3.42	\$0.97	\$107.44	\$0.10	\$0.01	\$0.05	\$0.56	\$108.16	6%
APP WIRE 6TH PERIOD 6501-8000 85%	\$63.70	\$1.91	\$13.02	N/A	\$10.91	\$2.91	\$0.97	\$93.42	\$0.10	\$0.01	\$0.05	\$0.48	\$94.06	6%
APP WIRE 5TH PERIOD 5,001-6,500 75%	\$56.21	\$1.69	\$13.02	N/A	\$9.63	\$2.57	\$0.97	\$84.09	\$0.10	\$0.01	\$0.05	\$0.42	\$84.67	6%
APP WIRE 4TH PERIOD 3,501-5,000 65%	\$48.71	\$1.46	\$13.02	N/A	\$8.35	\$2.22	\$0.97	\$74.73	\$0.10	\$0.01	\$0.05	\$0.37	\$75.26	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52% of Journeyman	\$38.97	\$1.17	\$13.02	N/A	\$6.68	\$1.78	\$0.97	\$62.59	\$0.10	\$0.01	\$0.05	\$0.29	\$63.04	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47% of Journeyman	\$35.22	\$1.06	\$13.02	N/A	\$0.25	\$0.25	\$0.97	\$50.77	\$0.10	\$0.01	\$0.05	\$0.26	\$51.19	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42% of Journeyman	\$31.47	\$0.94	\$13.02	N/A	\$0.25	\$0.25	\$0.97	\$46.90	\$0.10	\$0.01	\$0.05	\$0.24	\$47.30	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
LIMITED ENERGY AGREEMENT														
EFFECTIVE 02/03/2025 - 08/03/2025	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)		
LE Electrician General Foreperson	\$59.80	\$1.79	N/A	\$8.06	\$5.61	\$4.03	\$0.67	\$79.96	\$0.05	\$0.01	\$0.05	\$0.45	\$80.52	6%
LE Electrician Foreperson	\$54.81	\$1.64	N/A	\$8.06	\$5.61	\$4.03	\$0.67	\$74.82	\$0.05	\$0.01	\$0.05	\$0.41	\$75.34	6%
LE Electrician EL06 Certified	\$49.83	\$1.49	N/A	\$8.06	\$5.61	\$4.03	\$0.67	\$69.69	\$0.05	\$0.01	\$0.05	\$0.37	\$70.17	6%
Journey Technician Non-Certified (90%)*	\$44.85	\$1.35	N/A	\$8.06	\$5.05	\$3.63	\$0.67	\$63.61	\$0.05	\$0.01	\$0.05	\$0.34	\$64.06	6%
6th Per App (85%) 4001 - 4800 HRS	\$42.36	\$1.27	N/A	\$8.06	\$4.77	\$3.43	\$0.67	\$60.56	\$0.05	\$0.01	\$0.05	\$0.32	\$60.99	6%
5th Per App (80%) 3201 - 4000 HRS	\$39.86	\$1.20	N/A	\$8.06	\$4.49	\$3.22	\$0.67	\$57.50	\$0.05	\$0.01	\$0.05	\$0.30	\$57.91	6%
4th Per App (75%) 2401 - 3200 HRS	\$37.37	\$1.12	N/A	\$8.06	\$4.21	\$3.02	\$0.67	\$54.45	\$0.05	\$0.01	\$0.05	\$0.28	\$54.84	6%
3rd Per App (70%) 1601 - 2400 HRS	\$34.88	\$1.05	N/A	\$8.06	\$3.93	\$2.82	\$0.67	\$51.41	\$0.05	\$0.01	\$0.05	\$0.26	\$51.78	6%
2nd Per App (65%) 801 - 1600 HRS	\$32.39	\$0.97	N/A	\$8.06	\$3.65	\$2.62	\$0.67	\$48.36	\$0.05	\$0.01	\$0.05	\$0.24	\$48.71	6%
1st Per App (60%) 0 - 800 HRS	\$29.90	\$0.90	N/A	\$8.06	\$3.37	\$2.42	\$0.67	\$45.32	\$0.05	\$0.01	\$0.05	\$0.22	\$45.65	6%
Installer Level 3 (55%) (3001+ HRS)	\$27.41	\$0.82	N/A	\$8.06	\$3.09	\$2.22	\$0.67	\$42.27	\$0.05	\$0.01	\$0.05	\$0.21	\$42.59	6%
Installer Level 2 (45%) (2001-3000 HRS)	\$22.42	\$0.67	N/A	\$8.06	\$0.35	\$0.20	\$0.67	\$32.37	\$0.05	\$0.01	\$0.05	\$0.17	\$32.65	6%
Installer Level 1 (City of Seattle) (0-2000 HRS)**	\$20.76	\$0.62	N/A	\$8.06	\$0.35	\$0.20	\$0.67	\$30.66	\$0.05	\$0.01	\$0.05	\$0.16	\$30.93	6%
Installer Level 1 (35%)(0-2000 HRS)**	\$17.44	\$0.52	N/A	\$8.06	\$0.35	\$0.20	\$0.67	\$27.24	\$0.05	\$0.01	\$0.05	\$0.13	\$27.48	6%
* NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
** PER MOU REGARDING LEVEL 1 INSTALLER PAY RATE														

CONSTRUCTION STOCK PERSON AGREEMENT														
EFFECTIVE 02/03/2025 - 02/01/2026	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%	\$41.99	\$1.26	\$8.34	N/A	\$4.24	\$2.13	\$0.00	\$57.96	\$0.00	\$0.00	\$0.00	\$0.31	\$58.27	6%
JOURNEY LEVEL STOCK PERSON OVER 7,000 HRS	\$38.17	\$1.15	\$8.34	N/A	\$4.24	\$2.13	\$0.00	\$54.03	\$0.00	\$0.00	\$0.00	\$0.29	\$54.32	6%
STOCK PERSON III 5,001 -7,000 HRS (90%)	\$34.35	\$1.03	\$8.34	N/A	\$3.82	\$1.92	\$0.00	\$49.46	\$0.00	\$0.00	\$0.00	\$0.26	\$49.72	6%
STOCK PERSON II 3,001-5,000 HRS (70%)	\$26.72	\$0.80	N/A	\$5.69	\$2.97	\$1.49	\$0.00	\$37.67	\$0.00	\$0.00	\$0.00	\$0.20	\$37.87	6%
STOCK PERSON I 0-3,000 HRS (55%)	\$20.99	\$0.63	N/A	\$5.69	NONE	NONE	\$0.00	\$27.31	\$0.00	\$0.00	\$0.00	\$0.16	\$27.47	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 & LIGHTING RETROFIT AGREEMENT														
EFFECTIVE 02/03/2025 - 02/01/2026	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)		
JOURNEY TECHNICIAN SUPERVISOR	\$33.64	\$1.01	N/A	\$5.35	NONE	\$2.75	\$0.00	\$42.75	\$0.00	\$0.00	\$0.00	NONE	\$42.75	6%
LIGHT FIXTURE MAINTENANCE JOURNEY TECH	\$31.64	\$0.95	N/A	\$5.35	NONE	\$2.75	\$0.00	\$40.69	\$0.00	\$0.00	\$0.00	NONE	\$40.69	6%
LIGHT FIXTURE MAINTENANCE TECHNICIAN (80%)	\$25.31	\$0.76	N/A	\$5.35	NONE	\$2.20	\$0.00	\$33.62	\$0.00	\$0.00	\$0.00	NONE	\$33.62	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH (CITY OF SEATTLE)	\$20.76	\$0.62	N/A	\$5.35	NONE	\$0.50	\$0.00	\$27.23	\$0.00	\$0.00	\$0.00	NONE	\$27.23	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH (65%)	\$20.57	\$0.62	N/A	\$5.35	NONE	\$0.50	\$0.00	\$27.04	\$0.00	\$0.00	\$0.00	NONE	\$27.04	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														