

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 08/04/2025 - 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)		
INSIDE WIRE GENERAL FOREPERSON + 20%	\$91.15	\$2.73	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$125.08	\$0.10	\$0.01	\$0.05	\$0.68	\$125.92	6%
INSIDE WIRE FOREPERSON + 10%	\$83.56	\$2.51	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$117.27	\$0.10	\$0.01	\$0.05	\$0.63	\$118.06	6%
INSIDE WIRE CABLE SPLICER + 10%	\$83.56	\$2.51	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$117.27	\$0.10	\$0.01	\$0.05	\$0.63	\$118.06	6%
INSIDE WIRE TUNNEL PAY + 10%	\$83.56	\$2.51	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$117.27	\$0.10	\$0.01	\$0.05	\$0.63	\$118.06	6%
INSIDE WIRE WELDER + 5%	\$79.76	\$2.39	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$113.35	\$0.10	\$0.01	\$0.05	\$0.60	\$114.11	6%
INSIDE WIRE JOURNEY LEVEL ELECTRICIAN	\$75.96	\$2.28	\$13.77	N/A	\$13.04	\$3.42	\$0.97	\$109.44	\$0.10	\$0.01	\$0.05	\$0.57	\$110.17	6%
APP WIRE 6TH PERIOD 6501-8000 85%	\$64.57	\$1.94	\$13.77	N/A	\$11.08	\$2.91	\$0.97	\$95.24	\$0.10	\$0.01	\$0.05	\$0.48	\$95.88	6%
APP WIRE 5TH PERIOD 5,001-6,500 75%	\$56.97	\$1.71	\$13.77	N/A	\$9.78	\$2.57	\$0.97	\$85.77	\$0.10	\$0.01	\$0.05	\$0.43	\$86.36	6%
APP WIRE 4TH PERIOD 3,501-5,000 65%	\$49.37	\$1.48	\$13.77	N/A	\$8.48	\$2.22	\$0.97	\$76.29	\$0.10	\$0.01	\$0.05	\$0.37	\$76.82	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52%	\$39.50	\$1.19	\$13.77	N/A	\$6.78	\$1.78	\$0.97	\$63.99	\$0.10	\$0.01	\$0.05	\$0.30	\$64.45	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47%	\$35.70	\$1.07	\$13.77	N/A	\$0.25	\$0.25	\$0.97	\$52.01	\$0.10	\$0.01	\$0.05	\$0.27	\$52.44	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42%	\$31.90	\$0.96	\$13.77	N/A	\$0.25	\$0.25	\$0.97	\$48.10	\$0.10	\$0.01	\$0.05	\$0.24	\$48.50	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
LIMITED ENERGY AGREEMENT														
EFFECTIVE 08/04/2025 - 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)		
LE Electrician General Foreperson	\$60.55	\$1.82	N/A	\$8.81	\$5.71	\$4.03	\$0.67	\$81.59	\$0.05	\$0.01	\$0.05	\$0.45	\$82.15	6%
LE Electrician Foreperson	\$55.51	\$1.67	N/A	\$8.81	\$5.71	\$4.03	\$0.67	\$76.40	\$0.05	\$0.01	\$0.05	\$0.42	\$76.93	6%
LE Electrician EL06 Certified	\$50.46	\$1.51	N/A	\$8.81	\$5.71	\$4.03	\$0.67	\$71.19	\$0.05	\$0.01	\$0.05	\$0.38	\$71.68	6%
Journey Tech Non-Certified (90%)*	\$45.41	\$1.36	N/A	\$8.81	\$5.14	\$3.63	\$0.67	\$65.02	\$0.05	\$0.01	\$0.05	\$0.34	\$65.47	6%
6th Per App (85%) 4001 - 4800 HRS	\$42.89	\$1.29	N/A	\$8.81	\$4.85	\$3.43	\$0.67	\$61.94	\$0.05	\$0.01	\$0.05	\$0.32	\$62.37	6%
5th Per App (80%) 3201 - 4000 HRS	\$40.37	\$1.21	N/A	\$8.81	\$4.57	\$3.22	\$0.67	\$58.85	\$0.05	\$0.01	\$0.05	\$0.30	\$59.26	6%
4th Per App (75%) 2401 - 3200 HRS	\$37.85	\$1.14	N/A	\$8.81	\$4.28	\$3.02	\$0.67	\$55.77	\$0.05	\$0.01	\$0.05	\$0.28	\$56.16	6%
3rd Per App (70%) 1601 - 2400 HRS	\$35.32	\$1.06	N/A	\$8.81	\$4.00	\$2.82	\$0.67	\$52.68	\$0.05	\$0.01	\$0.05	\$0.26	\$53.05	6%
2nd Per App (65%) 801 - 1600 HRS	\$32.80	\$0.98	N/A	\$8.81	\$3.71	\$2.62	\$0.67	\$49.59	\$0.05	\$0.01	\$0.05	\$0.25	\$49.95	6%
1st Per App (60%) 0 - 800 HRS	\$30.28	\$0.91	N/A	\$8.81	\$3.43	\$2.42	\$0.67	\$46.52	\$0.05	\$0.01	\$0.05	\$0.23	\$46.86	6%
Installer Level 3 (55%) (3001+ HRS)	\$27.75	\$0.83	N/A	\$8.81	\$3.14	\$2.22	\$0.67	\$43.42	\$0.05	\$0.01	\$0.05	\$0.21	\$43.74	6%
Installer Level 2 (45%) (2001-3000 HRS)	\$22.71	\$0.68	N/A	\$8.81	\$0.35	\$0.20	\$0.67	\$33.42	\$0.05	\$0.01	\$0.05	\$0.17	\$33.70	6%
Installer Level 1 (City of Seattle) (0-2000 HRS)**	\$20.76	\$0.62	N/A	\$8.81	\$0.35	\$0.20	\$0.67	\$31.41	\$0.05	\$0.01	\$0.05	\$0.16	\$31.68	6%
Installer Level 1 (35%)(0-2000 HRS)**	\$17.66	\$0.53	N/A	\$8.81	\$0.35	\$0.20	\$0.67	\$28.22	\$0.05	\$0.01	\$0.05	\$0.13	\$28.46	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 07/07/2025 - 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)		
RESIDENTIAL FOREPERSON (110%)	\$44.00	\$1.32	\$7.79	N/A	\$5.16	\$2.90	\$0.10	\$61.27	\$0.00	\$0.00	\$0.00	\$0.33	\$61.60	6%
RES JOURNEY LEVEL ELECTRICIAN - Base Wage \$40.00	\$40.00	\$1.20	\$7.79	N/A	\$5.16	\$2.90	\$0.10	\$57.15	\$0.00	\$0.00	\$0.00	\$0.30	\$57.45	6%
APPRENTICE PERCENTAGE RATE BASED ON BASE WAGE OF \$40.00/hr														
RES APPRENTICE 2701 - 3600 HRS 75%	\$30.00	\$0.90	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$37.20	\$0.00	\$0.00	\$0.00	\$0.23	\$37.43	6%
RES APPRENTICE 1801 - 2700 HRS 70%	\$28.00	\$0.84	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$35.14	\$0.00	\$0.00	\$0.00	\$0.21	\$35.35	6%
RES APPRENTICE 901 - 1800 HRS 65%	\$26.00	\$0.78	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$33.08	\$0.00	\$0.00	\$0.00	\$0.20	\$33.28	6%
RES APPRENTICE 0 - 900 HRS 60%	\$24.00	\$0.72	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$31.02	\$0.00	\$0.00	\$0.00	\$0.18	\$31.20	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														