

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 02/02/2026 - 08/02/2026	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 1	RETIREE MEDICAL SUBSIDY	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
INSIDE WIRE GENERAL FOREPERSON + 20%	\$92.34	\$2.77	\$13.58	\$1.19	\$13.31	\$3.63	\$0.99	\$127.81	\$0.10	\$0.01	\$0.05	\$0.69	\$128.66	6%
INSIDE WIRE FOREPERSON + 10%	\$84.65	\$2.54	\$13.58	\$1.19	\$13.31	\$3.63	\$0.99	\$119.89	\$0.10	\$0.01	\$0.05	\$0.63	\$120.68	6%
INSIDE WIRE CABLE SPLICER + 10%	\$84.65	\$2.54	\$13.58	\$1.19	\$13.31	\$3.63	\$0.99	\$119.89	\$0.10	\$0.01	\$0.05	\$0.63	\$120.68	6%
INSIDE WIRE TUNNEL PAY + 10%	\$84.65	\$2.54	\$13.58	\$1.19	\$13.31	\$3.63	\$0.99	\$119.89	\$0.10	\$0.01	\$0.05	\$0.63	\$120.68	6%
INSIDE WIRE WELDER + 5%	\$80.80	\$2.42	\$13.58	\$1.19	\$13.31	\$3.63	\$0.99	\$115.92	\$0.10	\$0.01	\$0.05	\$0.61	\$116.69	6%
INSIDE WIRE JOURNEY LEVEL ELECTRICIAN	\$76.95	\$2.31	\$13.58	\$1.19	\$13.31	\$3.63	\$0.99	\$111.96	\$0.10	\$0.01	\$0.05	\$0.58	\$112.70	6%
APP WIRE 6TH PERIOD 6501-8000 85%	\$65.41	\$1.96	\$13.58	\$1.19	\$11.31	\$3.09	\$0.99	\$97.53	\$0.10	\$0.01	\$0.05	\$0.49	\$98.18	6%
APP WIRE 5TH PERIOD 5,001-6,500 75%	\$57.71	\$1.73	\$13.58	\$1.19	\$9.98	\$2.72	\$0.99	\$87.90	\$0.10	\$0.01	\$0.05	\$0.43	\$88.49	6%
APP WIRE 4TH PERIOD 3,501-5,000 65%	\$50.02	\$1.50	\$13.58	\$1.19	\$8.65	\$2.36	\$0.99	\$78.29	\$0.10	\$0.01	\$0.05	\$0.38	\$78.83	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52%	\$40.01	\$1.20	\$13.58	\$1.19	\$6.92	\$1.89	\$0.99	\$65.78	\$0.10	\$0.01	\$0.05	\$0.30	\$66.24	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47%	\$36.17	\$1.09	\$13.58	\$1.19	\$0.25	\$0.25	\$0.99	\$53.52	\$0.10	\$0.01	\$0.05	\$0.27	\$53.95	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42%	\$32.32	\$0.97	\$13.58	\$1.19	\$0.25	\$0.25	\$0.99	\$49.55	\$0.10	\$0.01	\$0.05	\$0.24	\$49.95	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
LIMITED ENERGY AGREEMENT														
EFFECTIVE 02/02/2026 - 08/02/2026	WAGE & BENEFITS PACKAGE (PREVAILING WAGE / EMPLOYER CONTRIBUTION)								ADDITIONAL EMPLOYER CONTRIBUTIONS				TOTAL	WAGE DEDUCTION FOR VACATION
	WAGE	NEBF	MEDICAL PLAN 2	RETIREE MEDICAL SUBSIDY	PENSION	401K	JATC	SUBTOTAL	LMCC	NLMCC	SAP	AMF (EMPLOYER FEES PAID TO NECA)		
LE Electrician General Foreperson + 20%	\$61.79	\$1.85	\$9.53	\$0.46	\$6.10	\$4.15	\$0.70	\$84.58	\$0.05	\$0.01	\$0.05	\$0.46	\$85.15	6%
LE Electrician Foreperson + 10%	\$56.64	\$1.70	\$9.53	\$0.46	\$6.10	\$4.15	\$0.70	\$79.28	\$0.05	\$0.01	\$0.05	\$0.42	\$79.81	6%
LE Electrician EL06 Certified	\$51.49	\$1.54	\$9.53	\$0.46	\$6.10	\$4.15	\$0.70	\$73.97	\$0.05	\$0.01	\$0.05	\$0.39	\$74.47	6%
Journey Technician Non-Certified (90%)*	\$46.34	\$1.39	\$9.53	\$0.46	\$5.49	\$3.74	\$0.70	\$67.65	\$0.05	\$0.01	\$0.05	\$0.35	\$68.11	6%
6th Per App (85%) 4001 - 4800 HRS	\$43.77	\$1.31	\$9.53	\$0.46	\$5.19	\$3.53	\$0.70	\$64.49	\$0.05	\$0.01	\$0.05	\$0.33	\$64.93	6%
5th Per App (80%) 3201 - 4000 HRS	\$41.19	\$1.24	\$9.53	\$0.46	\$4.88	\$3.32	\$0.70	\$61.32	\$0.05	\$0.01	\$0.05	\$0.31	\$61.74	6%
4th Per App (75%) 2401 - 3200 HRS	\$38.62	\$1.16	\$9.53	\$0.46	\$4.58	\$3.11	\$0.70	\$58.16	\$0.05	\$0.01	\$0.05	\$0.29	\$58.56	6%
3rd Per App (70%) 1601 - 2400 HRS	\$36.04	\$1.08	\$9.53	\$0.46	\$4.27	\$2.91	\$0.70	\$54.99	\$0.05	\$0.01	\$0.05	\$0.27	\$55.37	6%
2nd Per App (65%) 801 - 1600 HRS	\$33.47	\$1.00	\$9.53	\$0.46	\$3.97	\$2.70	\$0.70	\$51.83	\$0.05	\$0.01	\$0.05	\$0.25	\$52.19	6%
1st Per App (60%) 0 - 800 HRS	\$30.89	\$0.93	\$9.53	\$0.46	\$3.66	\$2.49	\$0.70	\$48.66	\$0.05	\$0.01	\$0.05	\$0.23	\$49.00	6%
Installer Level 3 (55%) (3001+ HRS)	\$28.32	\$0.85	\$9.53	\$0.46	\$3.36	\$2.28	\$0.70	\$45.50	\$0.05	\$0.01	\$0.05	\$0.21	\$45.82	6%
Installer Level 2 (45%) (2001-3000 HRS)	\$23.17	\$0.70	\$9.53	\$0.46	\$0.35	\$0.20	\$0.70	\$35.11	\$0.05	\$0.01	\$0.05	\$0.17	\$35.39	6%
Installer Level 1 (City of Seattle) (0-2000 HRS)**	\$21.30	\$0.64	\$9.53	\$0.46	\$0.35	\$0.20	\$0.70	\$33.18	\$0.05	\$0.01	\$0.05	\$0.16	\$33.45	6%
Installer Level 1 (35%) (0-2000 HRS)**	\$18.02	\$0.54	\$9.53	\$0.46	\$0.35	\$0.20	\$0.70	\$29.80	\$0.05	\$0.01	\$0.05	\$0.14	\$30.05	6%
* NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
** PER MOU REGARDING LEVEL 1 INSTALLER PAY RATE														

CONSTRUCTION STOCK PERSON AGREEMENT														
EFFECTIVE 02/02/2026 - 01/31/2027	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)		
FOREMAN STOCKMAN - 110%	\$42.92	\$1.29	\$9.44	N/A	\$4.62	\$2.53	\$0.00	\$60.80	\$0.00	\$0.00	\$0.00	\$0.32	\$61.12	6%
JOURNEYMAN STOCKMAN OVER 7,000 HRS	\$39.02	\$1.17	\$9.44	N/A	\$4.62	\$2.53	\$0.00	\$56.78	\$0.00	\$0.00	\$0.00	\$0.29	\$57.07	6%
STOCKMAN III 5,001 - 7,000 HRS (90%)	\$35.11	\$1.05	\$9.44	N/A	\$4.17	\$2.28	\$0.00	\$52.05	\$0.00	\$0.00	\$0.00	\$0.26	\$52.31	6%
STOCKMAN II	\$27.31	\$0.82	N/A	\$6.79	\$3.24	\$1.77	\$0.00	\$39.93	\$0.00	\$0.00	\$0.00	\$0.20	\$40.13	6%
STOCKMAN I	\$21.46	\$0.64	N/A	\$6.79	NONE	NONE	\$0.00	\$28.89	\$0.00	\$0.00	\$0.00	\$0.16	\$29.05	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
RESIDENTIAL AGREEMENT														
EFFECTIVE 02/02/2026 - 01/31/2027	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%)	\$46.48	\$1.39	\$7.79	N/A	\$5.16	\$2.90	\$0.10	\$63.82	\$0.00	\$0.00	\$0.00	\$0.35	\$64.17	6%
RES JOURNEY WIREMAN - Base Wage \$42.25	\$42.25	\$1.27	\$7.79	N/A	\$5.16	\$2.90	\$0.10	\$59.47	\$0.00	\$0.00	\$0.00	\$0.32	\$59.79	6%
APPRENTICE PERCENTAGE RATE BASED ON BASE WAGE OF \$42.25/hr														
RES APPRENTICE 2701 - 3600 HRS 75%	\$31.69	\$0.95	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$38.94	\$0.00	\$0.00	\$0.00	\$0.24	\$39.18	6%
RES APPRENTICE 1801 - 2700 HRS 70%	\$29.58	\$0.89	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$36.77	\$0.00	\$0.00	\$0.00	\$0.22	\$36.99	6%
RES APPRENTICE 901 - 1800 HRS 65%	\$27.46	\$0.82	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$34.58	\$0.00	\$0.00	\$0.00	\$0.21	\$34.79	6%
RES APPRENTICE 0 - 900 HRS 60%	\$25.35	\$0.76	N/A	\$6.00	\$0.10	\$0.10	\$0.10	\$32.41	\$0.00	\$0.00	\$0.00	\$0.19	\$32.60	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
LIGHT FIXTURE MAINTENANCE & LIGHTING RETROFIT AGREEMENT														
EFFECTIVE 02/02/2026 - 01/31/2027	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	34.13	1.02	N/A	5.85	NONE	3.75	0.00	44.75	\$0.00	\$0.00	\$0.00	\$0.00	\$44.75	6%
LIGHT FIXTURE MAINTENANCE JOURNEY TECH	\$32.13	\$0.96	N/A	\$5.85	NONE	\$3.75	\$0.00	\$42.69	\$0.00	\$0.00	\$0.00	NONE	\$42.69	6%
LIGHT FIXTURE MAINTENANCE TECHNICIAN (80%)	\$25.70	\$0.77	N/A	\$5.85	NONE	\$3.00	\$0.00	\$35.32	\$0.00	\$0.00	\$0.00	NONE	\$35.32	6%
LIGHT FIXTURE MAINTENANCE PROPATIONARY TECH (CITY OF SEATTLE)	\$21.30	\$0.64	N/A	\$5.85	NONE	\$0.50	\$0.00	\$28.29	\$0.00	\$0.00	\$0.00	NONE	\$28.29	6%
LIGHT FIXTURE MAINTENANCE PROBATIONARY TECH (65%)	\$20.88	\$0.63	N/A	\$5.85	NONE	\$0.50	\$0.00	\$27.86	\$0.00	\$0.00	\$0.00	NONE	\$27.86	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														