

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 08/03/2026 - 01/31/2027	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%	\$93.52	\$2.81	\$14.23	\$1.27	\$13.62	\$3.83	\$0.99	\$130.27	\$0.10	\$0.01	\$0.05	\$0.70	\$131.13	6%
INSIDE WIRE FOREPERSON + 10%	\$85.72	\$2.57	\$14.23	\$1.27	\$13.62	\$3.83	\$0.99	\$122.23	\$0.10	\$0.01	\$0.05	\$0.64	\$123.03	6%
INSIDE WIRE CABLE SPLICER + 10%	\$85.72	\$2.57	\$14.23	\$1.27	\$13.62	\$3.83	\$0.99	\$122.23	\$0.10	\$0.01	\$0.05	\$0.64	\$123.03	6%
INSIDE WIRE TUNNEL PAY + 10%	\$85.72	\$2.57	\$14.23	\$1.27	\$13.62	\$3.83	\$0.99	\$122.23	\$0.10	\$0.01	\$0.05	\$0.64	\$123.03	6%
INSIDE WIRE WELDER + 5%	\$81.83	\$2.45	\$14.23	\$1.27	\$13.62	\$3.83	\$0.99	\$118.22	\$0.10	\$0.01	\$0.05	\$0.61	\$118.99	6%
<b>INSIDE WIRE JOURNEY LEVEL ELECTRICIAN</b>	<b>\$77.93</b>	<b>\$2.34</b>	<b>\$14.23</b>	<b>\$1.27</b>	<b>\$13.62</b>	<b>\$3.83</b>	<b>\$0.99</b>	<b>\$114.21</b>	<b>\$0.10</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.58</b>	<b>\$114.95</b>	<b>6%</b>
APP WIRE 6TH PERIOD 6501-8000 85%	\$66.24	\$1.99	\$14.23	\$1.27	\$11.58	\$3.26	\$0.99	\$99.56	\$0.10	\$0.01	\$0.05	\$0.50	\$100.22	6%
APP WIRE 5TH PERIOD 5,001-6,500 75%	\$58.45	\$1.75	\$14.23	\$1.27	\$10.22	\$2.87	\$0.99	\$89.78	\$0.10	\$0.01	\$0.05	\$0.44	\$90.38	6%
APP WIRE 4TH PERIOD 3,501-5,000 65%	\$50.65	\$1.52	\$14.23	\$1.27	\$8.85	\$2.49	\$0.99	\$80.00	\$0.10	\$0.01	\$0.05	\$0.38	\$80.54	6%
APP WIRE 3RD PERIOD 2,001-3,500 HRS 52%	\$40.52	\$1.22	\$14.23	\$1.27	\$7.08	\$1.99	\$0.99	\$67.30	\$0.10	\$0.01	\$0.05	\$0.30	\$67.76	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS 47%	\$36.63	\$1.10	\$14.23	\$1.27	\$0.25	\$0.25	\$0.99	\$54.72	\$0.10	\$0.01	\$0.05	\$0.27	\$55.15	6%
APP WIRE 1ST PERIOD 0-1,000 HRS 42%	\$32.73	\$0.98	\$14.23	\$1.27	\$0.25	\$0.25	\$0.99	\$50.70	\$0.10	\$0.01	\$0.05	\$0.25	\$51.11	6%
<b>NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES</b>														
LIMITED ENERGY AGREEMENT														
EFFECTIVE 08/03/2026 - 01/31/2027	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%	\$62.95	\$1.89	\$10.03	\$0.46	\$6.10	\$4.15	\$0.70	\$86.28	\$0.05	\$0.01	\$0.05	\$0.47	\$86.86	6%
LE Electrician Foreperson + 10%	\$57.71	\$1.73	\$10.03	\$0.46	\$6.10	\$4.15	\$0.70	\$80.88	\$0.05	\$0.01	\$0.05	\$0.43	\$81.42	6%
<b>LE Electrician EL06 Certified</b>	<b>\$52.46</b>	<b>\$1.57</b>	<b>\$10.03</b>	<b>\$0.46</b>	<b>\$6.10</b>	<b>\$4.15</b>	<b>\$0.70</b>	<b>\$75.47</b>	<b>\$0.05</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.39</b>	<b>\$75.97</b>	<b>6%</b>
Journey Technician Non-Certified (90%)*	\$47.21	\$1.42	\$10.03	\$0.46	\$5.49	\$3.74	\$0.70	\$69.05	\$0.05	\$0.01	\$0.05	\$0.35	\$69.51	6%
6th Per App (85%) 4001 - 4800 HRS	\$44.59	\$1.34	\$10.03	\$0.46	\$5.19	\$3.53	\$0.70	\$65.84	\$0.05	\$0.01	\$0.05	\$0.33	\$66.28	6%
5th Per App (80%) 3201 - 4000 HRS	\$41.97	\$1.26	\$10.03	\$0.46	\$4.88	\$3.32	\$0.70	\$62.62	\$0.05	\$0.01	\$0.05	\$0.31	\$63.04	6%
4th Per App (75%) 2401 - 3200 HRS	\$39.35	\$1.18	\$10.03	\$0.46	\$4.58	\$3.11	\$0.70	\$59.41	\$0.05	\$0.01	\$0.05	\$0.30	\$59.82	6%
3rd Per App (70%) 1601 - 2400 HRS	\$36.72	\$1.10	\$10.03	\$0.46	\$4.27	\$2.91	\$0.70	\$56.19	\$0.05	\$0.01	\$0.05	\$0.28	\$56.58	6%
2nd Per App (65%) 801 - 1600 HRS	\$34.10	\$1.02	\$10.03	\$0.46	\$3.97	\$2.70	\$0.70	\$52.98	\$0.05	\$0.01	\$0.05	\$0.26	\$53.35	6%
1st Per App (60%) 0 - 800 HRS	\$31.48	\$0.94	\$10.03	\$0.46	\$3.66	\$2.49	\$0.70	\$49.76	\$0.05	\$0.01	\$0.05	\$0.24	\$50.11	6%
Installer Level 3 (55%) (3001+ HRS)	\$28.85	\$0.87	\$10.03	\$0.46	\$3.36	\$2.28	\$0.70	\$46.55	\$0.05	\$0.01	\$0.05	\$0.22	\$46.88	6%
Installer Level 2 (45%) (2001-3000 HRS)	\$23.61	\$0.71	\$10.03	\$0.46	\$0.35	\$0.20	\$0.70	\$36.06	\$0.05	\$0.01	\$0.05	\$0.18	\$36.35	6%
Installer Level 1 (City of Seattle) (0-2000 HRS)**	\$21.30	\$0.64	\$10.03	\$0.46	\$0.35	\$0.20	\$0.70	\$33.68	\$0.05	\$0.01	\$0.05	\$0.16	\$33.95	6%
Installer Level 1 (35%)(0-2000 HRS)**	\$18.36	\$0.55	\$10.03	\$0.46	\$0.35	\$0.20	\$0.70	\$30.65	\$0.05	\$0.01	\$0.05	\$0.14	\$30.90	6%
<b>* NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES</b>														
<b>** PER MOU REGARDING LEVEL 1 INSTALLER PAY RATE</b>														

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%
STOCK PERSON II 3,001-5,000 HRS (70%)	\$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%
STOCK PERSON I 0-3,000 HRS (55%)	\$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														