

INSIDE CONSTRUCTION AGREEMENT														
EFFECTIVE 02/05/2024 - 05/31/2024 (In Negotiations)	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)		
WIREMAN GEN FOREMAN (120%)	\$86.46	\$2.59	\$11.78	N/A	\$11.93	\$3.05	\$0.95	\$116.76	\$0.10	\$0.01	\$0.05	\$0.65	\$117.57	6%
WIREMAN FOREMAN (110%)	\$79.26	\$2.38	\$11.78	N/A	\$11.93	\$3.05	\$0.95	\$109.35	\$0.10	\$0.01	\$0.05	\$0.59	\$110.10	6%
CABLE SPLICER (110%)	\$79.26	\$2.38	\$11.78	N/A	\$11.93	\$3.05	\$0.95	\$109.35	\$0.10	\$0.01	\$0.05	\$0.59	\$110.10	6%
TUNNEL PAY (110%)	\$79.26	\$2.38	\$11.78	N/A	\$11.93	\$3.05	\$0.95	\$109.35	\$0.10	\$0.01	\$0.05	\$0.59	\$110.10	6%
WELDER (105%)	\$75.65	\$2.27	\$11.78	N/A	\$11.93	\$3.05	\$0.95	\$105.63	\$0.10	\$0.01	\$0.05	\$0.57	\$106.36	6%
JOURNEY WIREMAN	\$72.05	\$2.16	\$11.78	N/A	\$11.93	\$3.05	\$0.95	\$101.92	\$0.10	\$0.01	\$0.05	\$0.54	\$102.62	6%
APP WIRE 6TH PERIOD 6501-8000 Hours (85%)	\$61.24	\$1.84	\$11.78	N/A	\$10.14	\$2.59	\$0.95	\$88.54	\$0.10	\$0.01	\$0.05	\$0.46	\$89.16	6%
APP WIRE 5TH PERIOD 5,001-6,500 (75%)	\$54.04	\$1.62	\$11.78	N/A	\$8.95	\$2.29	\$0.95	\$79.63	\$0.10	\$0.01	\$0.05	\$0.41	\$80.20	6%
APP WIRE 4TH PERIOD 3,501-5,000 Hours (65%)	\$46.83	\$1.40	\$11.78	N/A	\$7.75	\$1.98	\$0.95	\$70.69	\$0.10	\$0.01	\$0.05	\$0.35	\$71.20	6%
APP WIRE 3RD PERIOD 2,001-3,500 Hours (52%)	\$37.47	\$1.12	\$11.78	N/A	\$6.20	\$1.59	\$0.95	\$59.11	\$0.10	\$0.01	\$0.05	\$0.28	\$59.55	6%
APP WIRE 2ND PERIOD 1,001-2,000 HRS (47%)	\$33.86	\$1.02	\$11.78	N/A	\$0.25	\$0.25	\$0.95	\$48.11	\$0.10	\$0.01	\$0.05	\$0.25	\$48.52	6%
APP WIRE 1ST PERIOD 0-1,000 HRS (42%)	\$30.26	\$0.91	\$11.78	N/A	\$0.25	\$0.25	\$0.95	\$44.40	\$0.10	\$0.01	\$0.05	\$0.23	\$44.79	6%
NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														
SOUND & COMMUNICATION AGREEMENT														
EFFECTIVE 02/05/2024 - 03/31/2024 (In Negotiations)	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 Foreman	\$51.96	\$1.56	N/A	\$7.36	\$5.27	\$3.73	\$0.64	\$70.52	\$0.05	\$0.01	\$0.05	\$0.39	\$71.02	6%
Journey Technician EL06 Certified	\$47.24	\$1.42	N/A	\$7.36	\$5.27	\$3.73	\$0.64	\$65.66	\$0.05	\$0.01	\$0.05	\$0.35	\$66.12	6%
Journey Technician EL06 Non-Certified (90%)*	\$42.52	\$1.28	N/A	\$7.36	\$4.74	\$3.36	\$0.64	\$59.90	\$0.05	\$0.01	\$0.05	\$0.32	\$60.33	6%
6th Per App (85%) 4001 - 4800 HRS	\$40.15	\$1.20	N/A	\$7.36	\$4.48	\$3.17	\$0.64	\$57.00	\$0.05	\$0.01	\$0.05	\$0.30	\$57.41	6%
5th Per App (80%) 3201 - 4000 HRS	\$37.79	\$1.13	N/A	\$7.36	\$4.22	\$2.98	\$0.64	\$54.12	\$0.05	\$0.01	\$0.05	\$0.28	\$54.51	6%
4th Per App (75%) 2401 - 3200 HRS	\$35.43	\$1.06	N/A	\$7.36	\$3.95	\$2.80	\$0.64	\$51.24	\$0.05	\$0.01	\$0.05	\$0.27	\$51.62	6%
3rd Per App (70%) 1601 - 2400 HRS	\$33.07	\$0.99	N/A	\$7.36	\$3.69	\$2.61	\$0.64	\$48.36	\$0.05	\$0.01	\$0.05	\$0.25	\$48.72	6%
2nd Per App (65%) 801 - 1600 HRS	\$30.71	\$0.92	N/A	\$7.36	\$3.43	\$2.42	\$0.64	\$45.48	\$0.05	\$0.01	\$0.05	\$0.23	\$45.82	6%
1st Per App (60%) 0 - 800 HRS	\$28.34	\$0.85	N/A	\$7.36	\$3.16	\$2.24	\$0.64	\$42.59	\$0.05	\$0.01	\$0.05	\$0.21	\$42.91	6%
Installer Level 3 (55%) (3001+ HRS)	\$25.98	\$0.78	N/A	\$7.36	\$2.90	\$2.05	\$0.64	\$39.71	\$0.05	\$0.01	\$0.05	\$0.19	\$40.01	6%
Installer Level 2 (45%) (2001-3000 HRS)	\$21.26	\$0.64	N/A	\$7.36	\$0.35	\$0.20	\$0.64	\$30.45	\$0.05	\$0.01	\$0.05	\$0.16	\$30.72	6%
Installer Level 1 (Greater of \$17.00 or 35%) (0-2000 HRS)	\$17.00	\$0.51	N/A	\$7.36	\$0.35	\$0.20	\$0.64	\$26.06	\$0.05	\$0.01	\$0.05	\$0.13	\$26.30	6%
* NO CURRENT EMPLOYEE SHALL RECEIVE A REDUCTION IN WAGES														

CONSTRUCTION STOCKMAN AGREEMENT														
EFFECTIVE 02/05/2024 - 05/31/2024 (In Negotiations)	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%	\$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%
JOURNEYMAN STOCKMAN 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%
STOCKMAN III - 90% 5,001 -7,000 HRS	\$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%
STOCKMAN II - 70% 3,001-5,000 HRS	\$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%
STOCKMAN I - 55% 0-3,000 HRS	\$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 - 05/31/2024 (In Negotiations)	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 RESIDENTIAL (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 WIREMAN 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 - 05/31/2024 (In Negotiations)	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														