

<b>Local Union:</b> 049	<b>Zone:</b>	<b>State:</b> ND
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**National Distribution and Utilities Construction and Maintenance Agreement  
Wage Allocation Form**

Date Effective	6/1/2018	6/1/2019	6/1/2020	6/1/2021	6/1/2022	6/1/2023	6/1/2024
<b>Allocation</b>		\$ 1.30	\$ 1.30	\$ 1.30	TBD	TBD	TBD
<b>Group 1</b>	\$ 26.95	\$ 27.85	\$ <b>28.30</b>				
<b>Group 2</b>	\$ 26.73	\$ 27.63	\$ <b>28.08</b>				
<b>Group 3</b>	\$ 24.92	\$ 25.82	\$ <b>26.27</b>				
<b>Welfare</b>	\$ 9.60	\$ 9.60	\$ <b>9.80</b>				
<b>Pension</b>	\$ 6.40	\$ 6.80	\$ <b>7.20</b>				
<b>*NEW* HRA</b>			\$ <b>0.25</b>				
<b>Apprenticeship</b>	\$ 0.35	\$ 0.35	\$ 0.35				
<b>DCA Training</b>	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
<b>IAF</b>	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05

Notes/Commentary

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Business Manager's Signature

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Date