

**MINNESOTA NATIONAL DISTRIBUTION and UTILITIES**  
**CONSTRUCTION and MAINTENANCE AGREEMENT**  
**EFFECTIVE JUNE 1, 2023**

Group	2% of Gross Wages			Pension	Defined Contribution	Apprenticeship Training	DCA Training	IAF	Total Employee Package
	Wages	Excluding Fringes	H&W						
1	\$35.05	*	\$11.10	\$9.60	\$0.50	\$0.35	\$0.10	\$0.05	\$56.75
2	\$34.78	*	\$11.10	\$9.60	\$0.50	\$0.35	\$0.10	\$0.05	\$56.48
3	\$34.21	*	\$11.10	\$9.60	\$0.50	\$0.35	\$0.10	\$0.05	\$55.91

**Breakdown**

\$0.50 Health and Welfare

\$0.75 Pension

\$0.25 Defined Contribution

**HRA combined with H&W**

Remaining of increase to wages