

NORTH DAKOTA NATIONAL DISTRIBUTION and UTILITIES
CONSTRUCTION and MAINTENANCE AGREEMENT
EFFECTIVE JUNE 1, 2023

Group	2% of Gross Wages								Total Employee Package
	Wages	Excluding Fringes	H&W	Pension	Defined Contribution	Apprenticeship Training	DCA Training	IAF	
1	\$30.50	*	\$11.10	\$9.60	\$0.50	\$0.35	\$0.10	\$0.05	\$52.20
2	\$30.26	*	\$11.10	\$9.60	\$0.50	\$0.35	\$0.10	\$0.05	\$51.96
3	\$28.26	*	\$11.10	\$9.60	\$0.50	\$0.35	\$0.10	\$0.05	\$49.96

Breakdown

\$0.50 Health and Welfare

\$0.75 Pension

\$0.25 Defined Contribution

HRA combined with H&W

Remaining of increase to wages