

**SOUTH DAKOTA NATIONAL DISTRIBUTION and UTILITIES**  
**CONSTRUCTION and MAINTENANCE AGREEMENT**  
**WAGES EFFECTIVE JUNE 1, 2023**

Group	Wages	2% of Gross Wages			Pension	Defined Contribution	Apprenticeship Training	DCA Training	IAF	Total Employee Package
		Excluding Fringes	H&W							
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