

SOUTH DAKOTA HIGHWAY & HEAVY AGREEMENT
EFFECTIVE FEBRUARY 27, 2023

Group	2% of Gross Wages						=	Total Employee Package
	Wages	Excluding Fringes	H&W	Pension	Defined Contribution	Apprenticeship Training		
1	\$41.95	*	\$12.15	\$10.90	\$1.40	\$0.55	=	\$66.95
2	\$40.40	*	\$12.15	\$10.90	\$1.40	\$0.55	=	\$65.40
3	\$39.93	*	\$12.15	\$10.90	\$1.40	\$0.55	=	\$64.93
4	\$39.62	*	\$12.15	\$10.90	\$1.40	\$0.55	=	\$64.62
5	\$36.94	*	\$12.15	\$10.90	\$1.40	\$0.55	=	\$61.94
6	\$36.04	*	\$12.15	\$10.90	\$1.40	\$0.55	=	\$61.04

<p>Breakdown \$.75 Health and Welfare <i>*HRA is now combined with H&W</i> \$.40 Pension \$.40 Defined Contribution Remaining of increase to wages</p>
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