

**NORTH DAKOTA NATIONAL DISTRIBUTION and UTILITIES**  
**CONSTRUCTION and MAINTENANCE AGREEMENT**  
**EFFECTIVE JUNE 1, 2024**

Group	2% of Gross Wages								Total Employee Package
	Wages	Excluding Fringes	H&W	Pension	Defined Contribution	Apprenticeship Training	DCA Training	IAF	
1	\$31.06	*	\$11.35	\$10.10	\$0.50	\$0.35	\$0.10	\$0.05	\$53.51
2	\$30.81	*	\$11.35	\$10.10	\$0.50	\$0.35	\$0.10	\$0.05	\$53.26
3	\$28.26	*	\$11.35	\$10.10	\$0.50	\$0.35	\$0.10	\$0.05	\$50.71

<p><b>Breakdown</b>  \$.25 Health and Welfare  \$.50 Pension  Remaining of increase to wages</p>
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