

**NORTH DAKOTA STATEWIDE
HIGHWAY/HEAVY AGREEMENT
WAGE RATES
MAY 1, 2024 – APRIL 30, 2025**

Journey Laborers

Effective May 1, 2024 – Total increase of \$2.25, allocated as follows: \$1.53 to RATE, \$0.20 to VAC, \$0.25 to H&W, \$0.25 to PEN, and \$0.02 to LECET

Class	Rate	VAC ¹	H&W	PEN	TR/APP	LECET	LHS ²	TOTAL
1	28.83	3.00	9.65	8.08	0.42	0.10	0.02	50.10
2	29.03	3.00	9.65	8.08	0.42	0.10	0.02	50.30
3	29.18	3.00	9.65	8.08	0.42	0.10	0.02	50.45
4	29.28	3.00	9.65	8.08	0.42	0.10	0.02	50.55
5	30.58	3.00	9.65	8.08	0.42	0.10	0.02	51.85
6	32.33	3.00	9.65	8.08	0.42	0.10	0.02	53.60
7	21.98	2.90	9.65	7.58	0.42	0.10	0.02	42.65

Foreman/Lead \$2.50 above highest paid laborer supervised.

General Foreman \$2.50 above Foreman scale (appointed at employers' discretion).

¹**Vacation** is a taxable wage and shall be paid for all hours worked and at one and one-half (1½) times when overtime is worked and at two (2) times on Sundays and Holidays.

²**Laborers Health & Safety Fund** to be submitted with all other Fringe Benefit contributions.

All Fringe Benefits should be sent to: Minnesota Laborers Fringe Benefit Funds
PO Box 124
Minneapolis, MN 55440-0124
(651) 256-1800

NORTH DAKOTA HIGHWAY/HEAVY AGREEMENT APPRENTICE WAGE RATES
Effective May 1, 2024 - April 30, 2025
Apprenticeship Levels 1 - 3

CLASSIFICATION	RATE	VAC	H&W	PEN	TR/APP	LECET	LHS	TOTAL
Class 1	\$28.83	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$50.10
Apprenticeship Level 1 - 80% of Class 1	\$23.06	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$44.33
Apprenticeship Level 2 - 87% of Class 2	\$25.08	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$46.35
Apprenticeship Level 3 - 95% of Class 3	\$27.39	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$48.66
Class 2	\$29.03	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$50.30
Apprenticeship Level 1 - 80% of Class 1	\$23.22	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$44.49
Apprenticeship Level 2 - 87% of Class 2	\$25.26	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$46.53
Apprenticeship Level 3 - 95% of Class 3	\$27.58	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$48.85
Class 3	\$29.18	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$50.45
Apprenticeship Level 1 - 80% of Class 1	\$23.34	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$44.61
Apprenticeship Level 2 - 87% of Class 2	\$25.39	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$46.66
Apprenticeship Level 3 - 95% of Class 3	\$27.72	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$48.99
Class 4	\$29.28	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$50.55
Apprenticeship Level 1 - 80% of Class 1	\$23.42	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$44.69
Apprenticeship Level 2 - 87% of Class 2	\$25.47	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$46.74
Apprenticeship Level 3 - 95% of Class 3	\$27.82	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$49.09
Class 5	\$30.58	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$51.85
Apprenticeship Level 1 - 80% of Class 1	\$24.46	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$45.73
Apprenticeship Level 2 - 87% of Class 2	\$26.60	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$47.87
Apprenticeship Level 3 - 95% of Class 3	\$29.05	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$50.32
Class 6	\$32.33	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$53.60
Apprenticeship Level 1 - 80% of Class 1	\$25.86	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$47.13
Apprenticeship Level 2 - 87% of Class 2	\$28.13	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$49.40
Apprenticeship Level 3 - 95% of Class 3	\$30.71	\$3.00	\$9.65	\$8.08	\$0.42	\$0.10	\$0.02	\$51.98
Class 7	\$21.98	\$2.90	\$9.65	\$7.58	\$0.42	\$0.10	\$0.02	\$42.65
Apprenticeship Level 1 - 80% of Class 1	\$17.58	\$2.90	\$9.65	\$7.58	\$0.42	\$0.10	\$0.02	\$38.25
Apprenticeship Level 2 - 87% of Class 2	\$19.12	\$2.90	\$9.65	\$7.58	\$0.42	\$0.10	\$0.02	\$39.79
Apprenticeship Level 3 - 95% of Class 3	\$20.88	\$2.90	\$9.65	\$7.58	\$0.42	\$0.10	\$0.02	\$41.55

Apprenticeship wages start at 80% of Journeyworker rate under the Agreement which governs the work being performed.

Apprenticeship Level	Wage	Work Hours	Training Hours
1	80%	0 - 1500	0 - 100
2	87%	1501 - 3000	101 - 200
3	95%	3001 - 4000	201 - 288