

**NORTH DAKOTA STATEWIDE
HIGHWAY/HEAVY AGREEMENT
WAGE RATES
MAY 1, 2025 – APRIL 30, 2026**

Journey Laborers

Effective May 1, 2025 – Total increase of \$2.25, allocated as follows: \$1.37 to RATE, \$0.10 to VAC, \$0.25 to H&W, \$0.50 to PEN, and \$0.03 to TR/APP

| Class | Rate | VAC ¹ | H&W | PEN | TR/APP | LECET | LHS ² | TOTAL |
|-------|---------|------------------|--------|--------|--------|--------|------------------|----------------|
| 1 | \$30.20 | \$3.10 | \$9.90 | \$8.58 | \$0.45 | \$0.10 | \$0.02 | \$52.35 |
| 2 | \$30.40 | \$3.10 | \$9.90 | \$8.58 | \$0.45 | \$0.10 | \$0.02 | \$52.55 |
| 3 | \$30.55 | \$3.10 | \$9.90 | \$8.58 | \$0.45 | \$0.10 | \$0.02 | \$52.70 |
| 4 | \$30.65 | \$3.10 | \$9.90 | \$8.58 | \$0.45 | \$0.10 | \$0.02 | \$52.80 |
| 5 | \$31.95 | \$3.10 | \$9.90 | \$8.58 | \$0.45 | \$0.10 | \$0.02 | \$54.10 |
| 6 | \$33.70 | \$3.10 | \$9.90 | \$8.58 | \$0.45 | \$0.10 | \$0.02 | \$55.85 |
| 7 | \$23.35 | \$3.00 | \$9.90 | \$8.08 | \$0.45 | \$0.10 | \$0.02 | \$44.90 |

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