

**NORTH DAKOTA STATEWIDE
BUILDING & INDUSTRIAL AGREEMENT
WAGE RATES
MAY 1, 2025 – APRIL 30, 2026**

Journeyworkers

Classification 1 Rates

Effective May 1, 2025 – Total increase \$2.50 per hour; allocated as follows: \$1.62 RATE, \$0.10 VAC, \$0.25 H&W, \$0.50 PEN, \$0.03 TR/APP

RATE	VAC¹	H&W	PEN	TR/APP	NDCC*	LECET	TOTAL
\$30.82	\$3.10	\$9.90	\$9.62	\$0.45	\$0.10	\$0.05	\$54.04

Classification 2 Rates (Environmental Worker)

Effective May 1, 2025 – Total increase \$2.50 per hour; allocated as follows: \$1.62 RATE, \$0.10 VAC, \$0.25 H&W, \$0.50 PEN, \$0.03 TR/APP

RATE	VAC¹	H&W	PEN	TR/APP	NDCC*	LECET	TOTAL
\$34.82	\$3.10	\$9.90	\$10.36	\$0.45	\$0.10	\$0.05	\$58.78

May 1, 2026 - Total increase \$2.50 per hour; Allocations TBD

Commercial Rate 2

Effective May 1, 2025 – Total increase \$1.75 per hour: \$0.72 RATE, \$0.25 VAC, \$0.25 H&W, \$0.50 PEN, \$0.03 TR/APP

RATE	VAC¹	H&W	PEN	TR/APP	LECET	TOTAL
\$20.20	\$2.50	\$9.90	\$7.00	\$0.45	\$0.10	\$40.15

May 1, 2026 - Total increase \$1.75 per hour; Allocations TBD

Labor Foreman (all classifications) shall be paid \$2.50 per hour above scale.

General Foreman (all classifications) shall be paid \$1.00 per hour over Foreman scale.

¹Vacation is a taxable wage and shall be paid for all hours worked and at one and one-half (1 ½) times when overtime is worked and two (2) times Sundays and Holidays.

Fringes are to be sent directly to: Minnesota Laborers' Fringe Benefit Funds
PO Box 124
Minneapolis, MN 55440-0124
(651) 256-1800

*NDCC Fringe submitted to: North Dakota Construction Council
PO Box 2114
Bismarck, ND 58502-2114
(701) 333-9895

NORTH DAKOTA BUILDING AGREEMENT APPRENTICE WAGE RATES
Effective May 1, 2025 - April 30, 2026
Apprenticeship Levels 1 - 3

Area	RATE	VAC	H & W	PEN	TR/AP	NDCC*	LECET	TOTAL
Class 1	\$30.82	\$3.10	\$9.90	\$9.62	\$0.45	\$0.10	\$0.05	\$54.04
Apprenticeship Level 1 - 80% of Class 1	\$24.66	\$3.10	\$9.90	\$9.62	\$0.45	\$0.10	\$0.05	\$47.88
Apprenticeship Level 2 - 87% of Class 2	\$26.81	\$3.10	\$9.90	\$9.62	\$0.45	\$0.10	\$0.05	\$50.03
Apprenticeship Level 3 - 95% of Class 3	\$29.28	\$3.10	\$9.90	\$9.62	\$0.45	\$0.10	\$0.05	\$52.50
Class 2 (Environmental Worker)	\$34.82	\$3.10	\$9.90	\$10.36	\$0.45	\$0.10	\$0.05	\$58.78
Apprenticeship Level 1 - 80% of Class 1	\$27.86	\$3.10	\$9.90	\$10.36	\$0.45	\$0.10	\$0.05	\$51.82
Apprenticeship Level 2 - 87% of Class 2	\$30.29	\$3.10	\$9.90	\$10.36	\$0.45	\$0.10	\$0.05	\$54.25
Apprenticeship Level 3 - 95% of Class 3	\$33.08	\$3.10	\$9.90	\$10.36	\$0.45	\$0.10	\$0.05	\$57.04

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