

**NORTH DAKOTA STATEWIDE
HIGHWAY/HEAVY AGREEMENT
WAGE RATES
MAY 1, 2026 – APRIL 30, 2027**

Journey Laborers

Effective May 4, 2026 – Total increase of \$2.75, allocated as follows: \$0.95 to RATE, \$0.05 to VAC, \$1.25 to H&W, \$0.50 to PEN

Class	Rate	VAC ¹	H&W	PEN	TR/APP	LECET	LHS ²	TOTAL
1	\$31.15	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$55.10
2	\$31.35	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$55.30
3	\$31.50	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$55.45
4	\$31.60	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$55.55
5	\$32.90	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$56.85
6	\$35.65	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$59.60
7	\$24.30	\$3.05	\$11.15	\$8.58	\$0.45	\$0.10	\$0.02	\$47.65

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

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

Class 6 - \$4.50 above Class 1 - \$1.00 increase effective May 1, 2026 (included in above wage rate).

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, 2026 - April 30, 2027
Apprenticeship Levels 1 - 3

CLASSIFICATION	RATE	VAC	H&W	PEN	TR/APP	LECET	LHS	TOTAL
Class 1	\$31.15	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$55.10
Apprenticeship Level 1 - 80% of Class 1	\$24.92	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$48.87
Apprenticeship Level 2 - 87% of Class 2	\$27.10	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$51.05
Apprenticeship Level 3 - 95% of Class 3	\$29.59	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$53.54
Class 2	\$31.35	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$55.30
Apprenticeship Level 1 - 80% of Class 1	\$25.08	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$49.03
Apprenticeship Level 2 - 87% of Class 2	\$27.27	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$51.22
Apprenticeship Level 3 - 95% of Class 3	\$29.78	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$53.73
Class 3	\$31.50	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$55.45
Apprenticeship Level 1 - 80% of Class 1	\$25.20	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$49.15
Apprenticeship Level 2 - 87% of Class 2	\$27.41	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$51.36
Apprenticeship Level 3 - 95% of Class 3	\$29.93	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$53.88
Class 4	\$31.60	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$55.55
Apprenticeship Level 1 - 80% of Class 1	\$25.28	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$49.23
Apprenticeship Level 2 - 87% of Class 2	\$27.49	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$51.44
Apprenticeship Level 3 - 95% of Class 3	\$30.02	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$53.97
Class 5	\$32.90	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$56.85
Apprenticeship Level 1 - 80% of Class 1	\$26.32	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$50.27
Apprenticeship Level 2 - 87% of Class 2	\$28.62	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$52.57
Apprenticeship Level 3 - 95% of Class 3	\$31.26	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$55.21
Class 6	\$35.65	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$59.60
Apprenticeship Level 1 - 80% of Class 1	\$28.52	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$52.47
Apprenticeship Level 2 - 87% of Class 2	\$31.02	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$54.97
Apprenticeship Level 3 - 95% of Class 3	\$33.87	\$3.15	\$11.15	\$9.08	\$0.45	\$0.10	\$0.02	\$57.82
Class 7	\$24.30	\$3.05	\$11.15	\$8.58	\$0.45	\$0.10	\$0.02	\$47.65
Apprenticeship Level 1 - 80% of Class 1	\$19.44	\$3.05	\$11.15	\$8.58	\$0.45	\$0.10	\$0.02	\$42.79
Apprenticeship Level 2 - 87% of Class 2	\$21.14	\$3.05	\$11.15	\$8.58	\$0.45	\$0.10	\$0.02	\$44.49
Apprenticeship Level 3 - 95% of Class 3	\$23.09	\$3.05	\$11.15	\$8.58	\$0.45	\$0.10	\$0.02	\$46.44

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