

**NORTH DAKOTA STATEWIDE
BUILDING & INDUSTRIAL AGREEMENT
WAGE RATES
MAY 1, 2026 – APRIL 30, 2027**

Journeyworkers

Classification 1 Rates

Effective May 1, 2026 – Total increase \$2.50 per hour; allocated as follows: \$0.75 RATE, \$1.25 H&W, \$0.50 PEN

RATE	VAC¹	H&W	PEN	TR/APP	NDCC*	LECET	TOTAL
\$31.57	\$3.10	\$11.15	\$10.12	\$0.45	\$0.10	\$0.05	\$56.54

Classification 2 Rates (Environmental Worker)

Effective May 1, 2026 – Total increase \$2.50 per hour; allocated as follows: \$0.75 RATE, \$1.25 H&W, \$0.50 PEN

RATE	VAC¹	H&W	PEN	TR/APP	NDCC*	LECET	TOTAL
\$35.57	\$3.10	\$11.15	\$10.86	\$0.45	\$0.10	\$0.05	\$61.28

Commercial Rate 2

Effective May 1, 2026 – Total increase \$1.75 per hour: \$0.25 RATE, \$1.25 H&W, \$0.25 PEN

RATE	VAC¹	H&W	PEN	TR/APP	LECET	TOTAL
\$20.45	\$2.50	\$11.15	\$7.25	\$0.45	\$0.10	\$41.90

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

Area	RATE	VAC	H & W	PEN	TR/AP	NDCC*	LECET	TOTAL
Class 1	\$31.57	\$3.10	\$11.15	\$10.12	\$0.45	\$0.10	\$0.05	\$56.54
Apprenticeship Level 1 - 80% of Class 1	\$25.26	\$3.10	\$11.15	\$10.12	\$0.45	\$0.10	\$0.05	\$50.23
Apprenticeship Level 2 - 87% of Class 2	\$27.47	\$3.10	\$11.15	\$10.12	\$0.45	\$0.10	\$0.05	\$52.44
Apprenticeship Level 3 - 95% of Class 3	\$29.99	\$3.10	\$11.15	\$10.12	\$0.45	\$0.10	\$0.05	\$54.96
Class 2 (Environmental Worker)	\$35.57	\$3.10	\$11.15	\$10.86	\$0.45	\$0.10	\$0.05	\$61.28
Apprenticeship Level 1 - 80% of Class 1	\$28.46	\$3.10	\$11.15	\$10.86	\$0.45	\$0.10	\$0.05	\$54.17
Apprenticeship Level 2 - 87% of Class 2	\$30.95	\$3.10	\$11.15	\$10.86	\$0.45	\$0.10	\$0.05	\$56.66
Apprenticeship Level 3 - 95% of Class 3	\$33.79	\$3.10	\$11.15	\$10.86	\$0.45	\$0.10	\$0.05	\$59.50

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