

**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