

**STATEWIDE BUILDERS AGREEMENT  
NORTH DAKOTA  
May 1, 2021 – April 30, 2024**

**Classification 1** (Total increase \$1.45 per hour, allocated as follows: \$.75 to Rate/ \$.25 to H&W/ \$.45 to Pen)

Wage	Vacation <sup>1</sup>	H/W	Pension	Training	*NDCC	TOTAL
\$25.82	\$2.55	\$8.65	\$8.15	\$0.37	\$0.10	\$45.64

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

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

**ENVIRONMENTAL WORKERS  
CLASSIFICATION #2**

**Classification 2** (Total increase \$1.45 per hour- allocated as follows: \$.75 to Rate/ \$.25 to H&W/ \$.45 to Pen)

Wage	Vacation <sup>1</sup>	H/W	Pension	Training	*NDCC	TOTAL
\$29.64	\$2.65	\$8.65	\$8.97	\$0.37	\$0.10	\$50.38

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

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

May 1, 2022 - Total increase \$1.45 per hour; Allocations TBD

May 1, 2023 - Total increase \$1.45 per hour; Allocations TBD

**APPRENTICESHIP RATES**

**Apprentice Laborers' – May 1, 2021**

Level 1 – 80%

Class	Wage	Vacation <sup>1</sup>	H/W	Pension	Training	*NDCC	Total
1	\$20.66	\$2.55	\$8.65	\$8.15	\$0.37	\$0.10	\$40.48
2	\$23.71	\$2.65	\$8.65	\$8.97	\$0.37	\$0.10	\$44.45

Level 2 – 87%

Class	Wage	Vacation <sup>1</sup>	H/W	Pension	Training	*NDCC	Total
1	\$22.46	\$2.55	\$8.65	\$8.15	\$0.37	\$0.10	\$42.28
2	\$25.79	\$2.65	\$8.65	\$8.97	\$0.37	\$0.10	\$46.53

Level 3 – 95%

Class	Wage	Vacation <sup>1</sup>	H/W	Pension	Training	*NDCC	Total
1	\$24.53	\$2.55	\$8.65	\$8.15	\$0.37	\$0.10	\$44.35
2	\$28.16	\$2.65	\$8.65	\$8.97	\$0.37	\$0.10	\$48.90

	Hourly Rate Under the Collective Bargaining Agreement	Covered Hours of Employment
Level 1	80%	Entry in the Apprenticeship Program to completion of 1,500 covered work hours and 100 hours of related training;
Level 2	87%	Upon achieving 1,501 covered work hours through 3,000 hours and 200 hours of related training;
Level 3	95%	Upon reaching 3,001 covered work hours through 4,000 hours and 288 related training.

\*NDCC – Payment submitted to: North Dakota Construction Council, PO Box 337, Washburn, ND 58577

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