

**UA LOCAL 300-WESTERN NORTH DAKOTA
INDUSTRIAL STRAIGHT TIME WAGE RATES
Effective 6-1-2025 Through 5-31-2026**

Total Package increase June 1, 2026 = \$3.25

Total Package increase June 1, 2027 = \$3.00

	TAXABLE HOURS PAID						NON-TAXABLE HOURS WORKED								
	Take Home	Organizing Fund	Work Assessment 4%	Building Fund	Market Recovery	Taxable Total	H&W	HRA VEBA	National Pension	Local Pension	Ind Fund	ITF	NDCC	Appr	Total Package
Journeyman	\$48.06	\$0.35	\$2.04	\$0.10	\$0.55	\$51.10	\$7.35	\$1.21	\$5.15	\$14.00	\$0.14	\$0.10	\$0.10	\$1.00	\$80.15
Foreman (Journeyman Total Package + \$5.40)	\$53.24	\$0.35	\$2.26	\$0.10	\$0.55	\$56.50	\$7.35	\$1.21	\$5.15	\$14.00	\$0.14	\$0.10	\$0.10	\$1.00	\$85.55
General Foreman (Journeyman Total Pkg + \$8.75)	\$56.46	\$0.35	\$2.39	\$0.10	\$0.55	\$59.85	\$7.35	\$1.21	\$5.15	\$14.00	\$0.14	\$0.10	\$0.10	\$1.00	\$88.90

Apprentice Periods	%	Take Home	Organizing Fund	Work Assessment 4%	Building Fund	Market Recovery	Taxable Total	H&W	HRA VEBA	National Pension	Local Pension	Ind Fund	ITF	NDCC	Appr	Total Package
1st	65.00%	\$30.89	\$0.35	\$1.33	\$0.10	\$0.55	\$33.22	\$7.35	\$1.21	\$3.35	\$0.00	\$0.14	\$0.10	\$0.10	\$1.00	\$46.47
2nd	70.00%	\$33.34	\$0.35	\$1.43	\$0.10	\$0.55	\$35.77	\$7.35	\$1.21	\$3.61	\$0.00	\$0.14	\$0.10	\$0.10	\$1.00	\$49.28
3rd	75.00%	\$35.80	\$0.35	\$1.53	\$0.10	\$0.55	\$38.33	\$7.35	\$1.21	\$3.86	\$0.00	\$0.14	\$0.10	\$0.10	\$1.00	\$52.09
4th	80.00%	\$38.24	\$0.35	\$1.64	\$0.10	\$0.55	\$40.88	\$7.35	\$1.21	\$4.12	\$0.00	\$0.14	\$0.10	\$0.10	\$1.00	\$54.90
5th	85.00%	\$40.70	\$0.35	\$1.74	\$0.10	\$0.55	\$43.44	\$7.35	\$1.21	\$4.38	\$0.00	\$0.14	\$0.10	\$0.10	\$1.00	\$57.72

**UA LOCAL 300-WESTERN NORTH DAKOTA
COMMERCIAL STRAIGHT TIME WAGE RATES
Effective 6-1-2025 Through 5-31-2026**

Total Package increase June 1, 2026 = \$3.25

Total Package increase June 1, 2027 = \$3.00

	TAXABLE HOURS PAID						NON-TAXABLE HOURS WORKED								
	Take Home	Organizing Fund	Work Assessment 4%	Building Fund	Market Recovery	Taxable Total	H&W	HRA VEBA	National Pension	Local Pension	Ind Fund	ITF	NDCC	Appr	Total Package
Journeyman	\$37.91	\$0.35	\$1.62	\$0.10	\$0.55	\$40.53	\$7.35	\$0.75	\$5.15	\$7.00	\$0.14	\$0.10	\$0.10	\$1.00	\$62.12
Foreman (Journeyman Total Package + \$4.65)	\$42.37	\$0.35	\$1.81	\$0.10	\$0.55	\$45.18	\$7.35	\$0.75	\$5.15	\$7.00	\$0.14	\$0.10	\$0.10	\$1.00	\$66.77
General Foreman (Journeyman Total Pkg + \$7.00)	\$44.63	\$0.35	\$1.90	\$0.10	\$0.55	\$47.53	\$7.35	\$0.75	\$5.15	\$7.00	\$0.14	\$0.10	\$0.10	\$1.00	\$69.12

Apprentice Periods	%	Take Home	Organizing Fund	Work Assessment 4%	Building Fund	Market Recovery	Taxable Total	H&W	HRA VEBA	National Pension	Local Pension	Ind Fund	ITF	NDCC	Appr	Total Package
1st	65.00%	\$25.34	\$0.35	\$0.00	\$0.10	\$0.55	\$26.34	\$7.35	\$0.75	\$0.00	\$0.00	\$0.14	\$0.10	\$0.10	\$1.00	\$35.78
2nd	70.00%	\$26.24	\$0.35	\$1.13	\$0.10	\$0.55	\$28.37	\$7.35	\$0.75	\$3.61	\$0.00	\$0.14	\$0.10	\$0.10	\$1.00	\$41.42
3rd	75.00%	\$28.18	\$0.35	\$1.22	\$0.10	\$0.55	\$30.40	\$7.35	\$0.75	\$3.86	\$0.00	\$0.14	\$0.10	\$0.10	\$1.00	\$43.70
4th	80.00%	\$30.12	\$0.35	\$1.30	\$0.10	\$0.55	\$32.42	\$7.35	\$0.75	\$4.12	\$0.00	\$0.14	\$0.10	\$0.10	\$1.00	\$45.98
5th	85.00%	\$32.07	\$0.35	\$1.38	\$0.10	\$0.55	\$34.45	\$7.35	\$0.75	\$4.38	\$0.00	\$0.14	\$0.10	\$0.10	\$1.00	\$48.27

Industrial & Commercial Foreman wage premium over Journeyman will increase \$.30 on June 1, 2026, and an additional \$.30 on June 1, 2027.

Contract expires May 31, 2028.