

**UA LOCAL 300 - EASTERN ND (FARGO AREA)**  
**COMMERCIAL & INDUSTRIAL**  
**STRAIGHT TIME WAGE RATES**  
**Effective 6-2-2025 through 5-31-2026**

**Total Package increase June 1, 2026 = \$3.15**  
**Total Package increase June 7, 2027 = \$3.05**

	TAXABLE HOURS PAID					NON-TAXABLE HOURS WORKED							
	Take Home	Organizing Fund	Assessment 4%	Market Recovery	Taxable Total	H&W	HRA VEBA	National Pension	Local Pension	Industry Fund	ITF	Appr	Total Package
Journeyman	41.33	0.35	1.76	0.50	43.94	7.35	0.25	4.02	7.40	0.14	0.10	1.05	64.25
Foreman (Journeyman Total Package + \$4.50 )	45.65	0.35	1.94	0.50	48.44	7.35	0.25	4.02	7.40	0.14	0.10	1.05	68.75
General Foreman (Journeyman Total Pkg + \$5.50 )	46.61	0.35	1.98	0.50	49.44	7.35	0.25	4.02	7.40	0.14	0.10	1.05	69.75

**APPRENTICE**

%

1st Year	0 - 1500 Hours Worked:	55.00%	23.32	0.35	0.00	0.50	24.17	0.00	0.00	0.00	0.00	0.14	0.10	1.05	25.46
1st Year	1501 - 1800 Hours Worked	55.00%	23.32	0.35	0.00	0.50	24.17	7.35	0.25	0.00	0.00	0.14	0.10	1.05	33.06
2nd Year	1801 - 3600 Hours Worked	60.00%	25.90	0.35	1.11	0.50	27.86	7.35	0.25	4.02	5.90	0.14	0.10	1.05	46.67
3rd Year	3601 - 5400 Hours Worked	70.00%	30.12	0.35	1.29	0.50	32.26	7.35	0.25	4.02	5.90	0.14	0.10	1.05	51.07
4th Year	5401 - 7200 Hours Worked	80.00%	34.33	0.35	1.47	0.50	36.65	7.35	0.25	4.02	5.90	0.14	0.10	1.05	55.46
5th Year	7201 - 9000 Hours Worked	90.00%	38.56	0.35	1.64	0.50	41.05	7.35	0.25	4.02	5.90	0.14	0.10	1.05	59.86

Apprentice Local Pension is \$1.50 less than Journeyman Local Pension; this amount is put into the Apprentice's Basic Taxable Wage.

**PRE-APPRENTICE**

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\*

0-Nine Months	0.00	0.00	0.50	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50
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\* The employer is allowed to determine the taxable wage of each Pre-Apprentice they employ. The employer will deduct and report from the taxable wage a \$.50 per hour working assessment and contribute that amount to the Local Union #300 Working Assessment Fund.

Foreman and General Foreman wage premium over Journeyman will increase \$.25 on June 1, 2026, and an additional \$.25 on June 7, 2027.

Contract expires June 4, 2028.