

**UA LOCAL 300-WESTERN NORTH DAKOTA**  
**INDUSTRIAL STRAIGHT TIME WAGE RATES**  
 Effective 5-31-2021 Through 5-29-2022

|  | TAXABLE<br>HOURS PAID |                 |                   |                 |                |                | NON-TAXABLE<br>HOURS WORKED |                  |               |          |        |        |        |               |
|--|-----------------------|-----------------|-------------------|-----------------|----------------|----------------|-----------------------------|------------------|---------------|----------|--------|--------|--------|---------------|
|  | Take Home             | Organizing Fund | Work Assesment 4% | Market Recovery | Taxable Total  |                | H&W                         | National Pension | Local Pension | Ind Fund | ITF    | NDCC   | Appr   | Total Package |
| Journeyman                                       | \$43.04               | \$0.25          | \$1.82            | \$0.45          | <b>\$45.56</b> |                | \$7.35                      | \$5.15           | \$9.50        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$68.65       |
| Foreman (Journeyman Total Package + \$4.00 )     | \$46.88               | \$0.25          | \$1.98            | \$0.45          | <b>\$49.56</b> |                | \$7.35                      | \$5.15           | \$9.50        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$72.65       |
| General Foreman (Journeyman Total Pkg + \$6.50 ) | \$49.28               | \$0.25          | \$2.08            | \$0.45          | <b>\$52.06</b> |                | \$7.35                      | \$5.15           | \$9.50        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$75.15       |
| <b>Apprentice Periods</b>                        | <b>%</b>              |                 |                   |                 |                |                |                             |                  |               |          |        |        |        |               |
| 1st  | 65.00%                | \$27.73         | \$0.25            | \$1.18          | \$0.45         | <b>\$29.61</b> | \$7.35                      | \$3.35           | \$0.00        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$41.40       |
| 2nd  | 70.00%                | \$29.91         | \$0.25            | \$1.28          | \$0.45         | <b>\$31.89</b> | \$7.35                      | \$3.61           | \$0.00        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$43.94       |
| 3rd  | 75.00%                | \$32.10         | \$0.25            | \$1.37          | \$0.45         | <b>\$34.17</b> | \$7.35                      | \$3.86           | \$0.00        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$46.47       |
| 4th  | 80.00%                | \$34.29         | \$0.25            | \$1.46          | \$0.45         | <b>\$36.45</b> | \$7.35                      | \$4.12           | \$0.00        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$49.01       |
| 5th  | 85.00%                | \$36.48         | \$0.25            | \$1.55          | \$0.45         | <b>\$38.73</b> | \$7.35                      | \$4.38           | \$0.00        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$51.55       |

**UA LOCAL 300-WESTERN NORTH DAKOTA**  
**COMMERCIAL STRAIGHT TIME WAGE RATES**  
 Effective 5-31-2021 Through 5-29-2022

|  | TAXABLE<br>HOURS PAID |                 |                   |                 |                |                | NON-TAXABLE<br>HOURS WORKED |                  |               |          |        |        |        |               |
|--|-----------------------|-----------------|-------------------|-----------------|----------------|----------------|-----------------------------|------------------|---------------|----------|--------|--------|--------|---------------|
|  | Take Home             | Organizing Fund | Work Assesment 4% | Market Recovery | Taxable Total  |                | H&W                         | National Pension | Local Pension | Ind Fund | ITF    | NDCC   | Appr   | Total Package |
| Journeyman                                       | \$32.98               | \$0.25          | \$1.40            | \$0.45          | <b>\$35.08</b> |                | \$7.35                      | \$5.15           | \$4.30        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$52.97       |
| Foreman (Journeyman Total Package + \$3.25 )     | \$36.10               | \$0.25          | \$1.53            | \$0.45          | <b>\$38.33</b> |                | \$7.35                      | \$5.15           | \$4.30        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$56.22       |
| General Foreman (Journeyman Total Pkg + \$4.75 ) | \$37.54               | \$0.25          | \$1.59            | \$0.45          | <b>\$39.83</b> |                | \$7.35                      | \$5.15           | \$4.30        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$57.72       |
| <b>Apprentice Periods</b>                        | <b>%</b>              |                 |                   |                 |                |                |                             |                  |               |          |        |        |        |               |
| 1st  | 65.00%                | \$22.10         | \$0.25            | \$0.00          | \$0.45         | <b>\$22.80</b> | \$7.35                      | \$0.00           | \$0.00        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$31.24       |
| 2nd  | 70.00%                | \$22.88         | \$0.25            | \$0.98          | \$0.45         | <b>\$24.56</b> | \$7.35                      | \$3.61           | \$0.00        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$36.61       |
| 3rd  | 75.00%                | \$24.56         | \$0.25            | \$1.05          | \$0.45         | <b>\$26.31</b> | \$7.35                      | \$3.86           | \$0.00        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$38.61       |
| 4th  | 80.00%                | \$26.24         | \$0.25            | \$1.12          | \$0.45         | <b>\$28.06</b> | \$7.35                      | \$4.12           | \$0.00        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$40.62       |
| 5th  | 85.00%                | \$27.93         | \$0.25            | \$1.19          | \$0.45         | <b>\$29.82</b> | \$7.35                      | \$4.38           | \$0.00        | \$0.14   | \$0.10 | \$0.10 | \$0.75 | \$42.64       |

Contract expires May 29, 2022.