

North Dakota Agreements Tentative Agreement Summary

Language changes

1. Commercial and Industrial are now part of one clean North Dakota Statewide Carpenter Agreement. Commercial scope stays as it is. Industrial scope stays as it is, but is defined more clearly. Defense scope is now either Commercial or Industrial depending on the type of work.
2. Commercial subcontracting improves incrementally to ensure general contractors have a meaningful conversation with union reps about a more level playing field for union subcontractors.
3. Much improved Highway/Heavy Subcontracting Language.
4. Agricultural work is still part of the Industrial rate but Commercial subcontracting language will apply to it to help build market share in Agricultural market.
5. Highway/Heavy Addendum for North Dakota and South Dakota extended for two years to line up with Minnesota Highway/Heavy to discuss North Dakota and South Dakota as part of Minnesota Highway/Heavy negotiations.
6. Clarifying that Saturday work is overtime and Sunday is double time.
7. (Highway/Heavy only) allowing Saturday as a make-up day if member has lost time during week and conditions are beyond contractor's control.
8. Language adopting Flex Choice Program allowing members the ability to allocate a portion of their fringe package between DC Pension and Health. This change will go into effect with the ratification of this contract and allocations.
9. Adoption of the Lifetime Income Benefit and the additional \$1.11 employer supplemental contribution to fund the pension transition effective 1/1/2022.
10. Foremen increase of 25 cents 5/1/21 for Commercial work only.
11. Three year agreement expiring 4/30/24 for Commercial and Industrial.
12. Two year agreement expiring 4/30/23 for Highway Heavy (first two years of increases).

Total Package Increase and Term of Agreement

First year allocations are: \$0.86 to LIB Pension, \$0.58 to Health, \$0.07 to Training and \$0.19 on the check for Commercial and \$0.29 for Industrial/Highway/Heavy.

Commercial

5/1/21: \$1.70

5/1/22: \$1.55

5/1/23: \$1.60

Industrial

5/1/21: \$1.80

5/1/22: \$1.70

5/1/23: \$1.60