

**NORTHERN MINNESOTA – VIRGINIA AREA
LABORERS' LOCAL 1097
BUILDERS WAGE RATES
May 1, 2025 – April 30, 2026**

Eastern Area

The Eastern Area shall consist of the counties of Itasca, Koochiching and that part of St. Louis County lying north of T.55N (2 miles north of Cotton on Highway 53, County Road 967 is T.55N)

Effective May 1, 2025 – \$2.75 per hour increase + \$0.40 to MN Worker Wellness Program = \$3.15 Total Increase

Allocated as follows: \$1.97 to RATE, \$0.40 to WWP, \$0.25 to H&W, \$0.50 to PEN, and \$0.03 to TR/APP

Class	Rate	VAC ¹	MN WWP ³	H&W	PEN	TR/APP	LECET	TOTAL	CAF ²
1	\$34.87	\$4.00	\$0.80	\$9.90	\$10.81	\$0.45	\$0.10	\$60.93	\$0.05
2	\$35.27	\$4.00	\$0.80	\$9.90	\$10.81	\$0.45	\$0.10	\$61.33	\$0.05
3	\$35.57	\$4.00	\$0.80	\$9.90	\$10.81	\$0.45	\$0.10	\$61.63	\$0.05
4	\$32.52	\$4.00	\$0.80	\$9.90	\$10.81	\$0.45	\$0.10	\$58.58	\$0.05
5	\$36.87	\$4.00	\$0.80	\$9.90	\$10.81	\$0.45	\$0.10	\$62.93	\$0.05

Western Area

The Western Area shall consist of the counties of Beltrami, Clearwater, Kittson, Lake of the Woods, Mahanomen, Marshall, Norman, Pennington, Polk, Red Lake and Roseau.

Projects **\$760,000 and over** in General Construction – industrial sites.

Effective May 1, 2025 – \$2.75 per hour increase + \$0.36 to MN Worker Wellness Program = \$3.11 Total Increase

Allocated as follows: \$1.95 to RATE, \$0.02 to VAC, \$0.36 to WWP, \$0.25 to H&W, \$0.50 to PEN, and \$0.03 to TR/APP

Class	Rate	VAC ¹	MN WWP ³	H&W	PEN	TR/APP	LECET	TOTAL	CAF ²
1	\$32.09	\$3.00	\$0.72	\$9.90	\$9.85	\$0.45	\$0.10	\$56.11	\$0.05
2	\$32.49	\$3.00	\$0.72	\$9.90	\$9.85	\$0.45	\$0.10	\$56.51	\$0.05
3	\$32.69	\$3.00	\$0.72	\$9.90	\$9.85	\$0.45	\$0.10	\$56.71	\$0.05
4	\$30.19	\$3.00	\$0.72	\$9.90	\$9.85	\$0.45	\$0.10	\$54.21	\$0.05

Projects **\$760,000 and under** – 85% of Western Rates for residential and commercial projects including mechanical and electrical.

Class	Rate	VAC ¹	MN WWP ³	H&W	PEN	TR/APP	LECET	TOTAL	CAF ²
1	\$27.28	\$3.00	\$0.62	\$9.90	\$9.85	\$0.45	\$0.10	\$51.20	\$0.05
2	\$27.62	\$3.00	\$0.62	\$9.90	\$9.85	\$0.45	\$0.10	\$51.54	\$0.05
3	\$27.79	\$3.00	\$0.62	\$9.90	\$9.85	\$0.45	\$0.10	\$51.71	\$0.05
4	\$25.66	\$3.00	\$0.62	\$9.90	\$9.85	\$0.45	\$0.10	\$49.58	\$0.05

Labor Foreman and Lead Person - \$2.00 per hour over the highest paid Laborer working under them.

¹Vacation is a taxable wage and shall be paid for all hours worked and at one and one half (1 ½) times when overtime is worked and at two (2) times on Sundays and Holidays.

²Contract Administration Fund is not part of the total package and is voluntary. See Article 26.

³Minnesota Worker Wellness Program – **Effective May 1, 2024** to be paid with H&W benefit to the MN Laborers' Fringe Benefit Funds. Apprentices will receive 85% of the applicable journeyworker contribution rate.