

**COMMERCIAL CLEANING AGREEMENT
WAGE RATES
May 1, 2026 – April 30, 2027**

Commercial Cleaner I - An Employee who has worked less than eight hundred (800) hours for the Employer, was not referred to the company by the Union and is performing Final Clean-Up and HVAC Cleaning and Decontamination may be classified as Commercial Cleaner Laborer I. No more than 30% of the Employer's Employees may be classified as a Commercial Cleaner Laborer I. Upon request, the Employer shall provide the Union with payroll information in order to demonstrate compliance with this subpart. If an Employer violates the requirements set forth in this subpart, the Employer may not classify any of its Employees as Commercial Cleaner Laborer I and must pay Commercial Cleaner Laborer II wages and benefits to all workers for the term of this Agreement.

Effective May 1, 2026*

| RATE | VAC ¹ | WWP ³ | H&W | PEN | TR/AP | LECET | FCF ² | TOTAL | CEA ⁵ |
|---------|------------------|------------------|---------|--------|--------|--------|------------------|---------|------------------|
| \$25.78 | \$3.10 | \$0.75 | \$11.15 | \$8.84 | \$0.45 | \$0.10 | \$0.02 | \$50.19 | \$0.02 |

Commercial Cleaner II - Employees performing Final Clean-Up and HVAC Cleaning and Decontamination or are referred to the company by the Union shall be paid the following wage rates:

Effective May 1, 2026* - \$2.25 Total Inc - Allocated as follows: \$0.50 to RATE, \$1.25 to H&W, and \$0.50 to PENS

| RATE | VAC ¹ | WWP ³ | H&W | PEN | TR/AP | LECET | FCF ² | TOTAL | CEA ⁵ |
|---------|------------------|------------------|---------|--------|--------|--------|------------------|---------|------------------|
| \$32.22 | \$3.10 | \$0.75 | \$11.15 | \$8.84 | \$0.45 | \$0.10 | \$0.02 | \$56.63 | \$0.02 |

May 1, 2027 - Total increase \$2.50 per hour, allocations TBD

Foremen/Leadperson shall receive \$2.75 per hour over Commercial Cleaner rate (5/1/26 \$0.25 increase from \$2.50/hour and May 1, 2027 increase to \$3.00/hour)

Parking. Employees with paid receipts or approved documentation shall be reimbursed up to \$10.00 per day for parking at the University of Minnesota, at the MSP airport, and in downtown Minneapolis, and downtown St. Paul. Paid receipts or documentation must be submitted within 30 days. (Parking Increase effective May 1, 2027 from \$10.00 to \$13.00 per day.)

Construction Craft Laborer - All Employees performing removal or disposal of construction materials, scrapping or "Rough Cleaning," or other Construction Craft Laborer work at the direction of the Employer, shall be paid the following Construction Craft Laborer Wage Rates:

Effective May 1, 2026*

| Class | Rate | VAC ¹ | WWP ³ | H&W | PEN | TR/APP | LECET | FCF ² | BSC ⁴ | TOTAL | CEA ⁵ |
|-------|---------|------------------|------------------|---------|---------|--------|--------|------------------|------------------|---------|------------------|
| 1 | \$46.25 | \$3.10 | \$1.00 | \$11.15 | \$12.17 | \$0.45 | \$0.10 | \$0.02 | \$0.02 | \$74.26 | \$0.02 |

Foreman \$3.50 above classification employed in.

General Foreman \$3.00 above Foreman wage rate.

Parking. Employees with paid receipts or approved documentation shall be reimbursed up to \$12.00 per day for parking at the University of Minnesota, at the MSP airport, and in downtown Minneapolis, and downtown St. Paul. Paid receipts or documentation must be submitted within 30 days. (Effective May 1, 2026 increase from \$10.00/day and May 1, 2027 increase from \$12.00 to \$13.00 per day).

*The Union shall allocate negotiated increases prior to their effective date. Increases shall become effective on a Monday as follows: (a) if the effective date falls on a Sunday, Monday, Tuesday or Wednesday, the allocated increase shall become effective on Monday of that week; or (b) if the effective date falls on a Thursday, Friday or Saturday, the increase shall become effective on Monday of the following week.

¹Vacation is a taxable wage and shall be paid for all hours worked and at one and one half (1½) times when overtime is worked and at two (2) times on Sundays and Holidays.

²Fair Contracting Foundation (Article 15)

³Minnesota Worker Wellness Program to be paid with H&W benefit to the MN Laborers' Fringe Benefit Funds. Apprentices will receive 85% of the applicable journeyworker contribution rate. (Article 14)

⁴Building Strong Communities

⁵The Minnesota Construction Employers Alliance is not part of the total package and is voluntary. (Schedule 16)