

LABORERS DISTRICT COUNCIL OF MINNESOTA AND NORTH DAKOTA

MINNESOTA HIGHWAY HEAVY

MAY 1, 2026 - APRIL 30, 2027

District 1 - Metro Area - Local 563

Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington and Wright counties

***Effective May 4, 2026 - \$3.00 per Hour Increase + \$0.01 to BSC**

Allocated as follows: \$1.19 to RATE, \$0.05 to VAC, \$1.25 to H&W, \$0.50 to PEN, \$0.01 to BSC, \$0.01 to MH

Class	Rate	VAC ¹	WWP ⁴	H/W	PEN	TR/APP	LECET	FCF ³	BSC ⁵	MH ⁶	TOTAL	IPF ²
1	\$45.19	\$3.15	\$1.00	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$73.25	\$0.06
2	\$45.39	\$3.15	\$1.00	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$73.45	\$0.06
3	\$45.54	\$3.15	\$1.00	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$73.60	\$0.06
4	\$45.64	\$3.15	\$1.00	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$73.70	\$0.06
5	\$46.69	\$3.15	\$1.00	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$74.75	\$0.06
6	\$48.69	\$3.15	\$1.00	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$76.75	\$0.06
7	\$41.79	\$2.85	\$1.00	\$11.15	\$11.92	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$69.30	\$0.06

District 2A - Duluth Area - Local 1091

Carlton, Cook, Lake & Pine counties and that part of St. Louis county south of T.55N

***Effective May 4, 2026 - \$3.00 per hour inc. + \$0.01 to BSC**

Allocated as follows: \$1.24 to RATE, \$1.25 to H&W, \$0.50 to PEN, \$0.01 TO BSC & \$0.01 TO MH

Class	Rate	VAC ¹	WWP ⁴	H/W	PEN	TR/APP	LECET	FCF ³	BSC ⁵	MH ⁶	TOTAL	IPF ²
1	\$43.82	\$3.50	\$0.98	\$11.15	\$12.00	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$72.04	\$0.06
2	\$44.02	\$3.50	\$0.98	\$11.15	\$12.00	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$72.24	\$0.06
3	\$44.17	\$3.50	\$0.98	\$11.15	\$12.00	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$72.39	\$0.06
4	\$44.27	\$3.50	\$0.98	\$11.15	\$12.00	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$72.49	\$0.06
5	\$45.32	\$3.50	\$0.98	\$11.15	\$12.00	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$73.54	\$0.06
6	\$47.32	\$3.50	\$0.98	\$11.15	\$12.00	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$75.54	\$0.06
7	\$40.27	\$3.50	\$0.98	\$11.15	\$11.75	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$68.24	\$0.06

Duluth Parking. On jobsites when Employer does not offer parking (including by lot or shuttle) and Employee is required to pay for parking, then, Employees with paid receipts or approved documentation shall be reimbursed up to eight (\$8.00) dollars per day for parking at the University of Minnesota Duluth, or the College of St. Scholastica, or downtown Duluth 5th Ave. W. to 12th Ave. E., and Michigan St. to 4th St.

District 2B - Virginia Area Local - 1097

Itasca, Koochiching counties and that part of St. Louis county north of T.55N

***Effective May 4, 2026 - \$3.00 per hour inc. + \$0.01 to BSC**

Allocated as follows: \$1.24 to RATE, \$1.25 to H&W, \$0.50 to PEN, \$0.01 to BSC, \$0.01 to MH

Class	Rate	VAC ¹	WWP ⁴	H/W	PEN	TR/APP	LECET	FCF ³	BSC ⁵	MH ⁶	TOTAL	IPF ²
1	\$42.05	\$4.28	\$0.96	\$11.15	\$12.99	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$72.02	\$0.06
2	\$42.25	\$4.28	\$0.96	\$11.15	\$12.99	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$72.22	\$0.06
3	\$42.40	\$4.28	\$0.96	\$11.15	\$12.99	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$72.37	\$0.06
4	\$42.50	\$4.28	\$0.96	\$11.15	\$12.99	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$72.47	\$0.06
5	\$43.55	\$4.28	\$0.96	\$11.15	\$12.99	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$73.52	\$0.06
6	\$45.55	\$4.28	\$0.96	\$11.15	\$12.99	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$75.52	\$0.06
7	\$39.00	\$4.28	\$0.96	\$11.15	\$12.24	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$68.22	\$0.06

*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) or two (2) times the hourly rate when overtime is worked.

²AGC of Minnesota Infrastructure Promotion Fund is not part of the total package. See Schedule 15.

³Fair Contracting Foundation. See Schedule 16.

⁴MN 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.

⁵Building Strong Communities. See Schedule 16.

⁶Minnesota Construction Mental Health Alliance. See Schedule 16.

LABORERS DISTRICT COUNCIL OF MINNESOTA AND NORTH DAKOTA

MINNESOTA HIGHWAY HEAVY

MAY 1, 2026 - APRIL 30, 2027

District 3 - Southeastern & Southwestern MN Area - Locals 405, 563 & 1091

Benton, Blue Earth, Brown, Chippewa, Cottonwood, Dodge, Faribault, Fillmore, Freeborn, Goodhue, Houston, Jackson, Kanabec, Kandiyohi, Lac qui Parle, Le Sueur, Lincoln, Lyon, Martin, McLeod, Meeker, Mille Lacs, Mower, Murray, Nicollet, Nobles, Olmsted, Pipestone, Redwood, Renville, Rice, Rock, Sibley, Stearns, Steele, Wabasha, Waseca, Watonwan, Winona, Yellow Medicine counties

***Effective May 4, 2026 - \$3.00 per hour inc. + \$0.01 to BSC**

Allocated as follows: \$1.19 to RATE, \$0.05 TO VAC, \$1.25 to H&W, \$0.50 to PEN, \$0.01 to BSC, \$0.01 to MH

Class	Rate	VAC ¹	WWP ⁴	H/W	PEN	TR/APP	LECET	FCF ³	BSC ⁵	MH ⁶	TOTAL	IPF ²
1	\$40.20	\$3.15	\$0.89	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$68.15	\$0.06
2	\$40.40	\$3.15	\$0.89	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$68.35	\$0.06
3	\$40.55	\$3.15	\$0.89	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$68.50	\$0.06
4	\$40.64	\$3.15	\$0.89	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$68.59	\$0.06
5	\$41.70	\$3.15	\$0.89	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$69.65	\$0.06
6	\$43.70	\$3.15	\$0.89	\$11.15	\$12.17	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$71.65	\$0.06
7	\$37.30	\$3.15	\$0.89	\$11.15	\$11.97	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$65.05	\$0.06

District 4 - Western MN Area - Locals 563, 1091 & 1097

Aitkin, Becker, Beltrami, Big Stone, Cass, Clay, Clearwater, Crow Wing, Douglas, Grant, Hubbard, Kittson, Lake of the Woods, Mahnommen, Marshall, Morrison, Norman, Otter Tail, Pennington, Polk, Pope, Red Lake, Roseau, Stevens, Swift, Todd, Traverse, Wadena and Wilkin counties

***Effective May 4, 2026 - \$3.00 per hour inc. + \$0.01 to BSC**

Allocated as follows: \$1.19 to RATE, \$0.05 to VAC, \$1.25 to H&W, \$0.50 to PEN, \$0.01 to BSC, \$0.01 to MH

Class	Rate	VAC ¹	WWP ⁴	H/W	PEN	TR/APP	LECET	FCF ³	BSC ⁵	MH ⁶	TOTAL	IPF ²
1	\$35.69	\$3.15	\$0.79	\$11.15	\$10.52	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$61.89	\$0.06
2	\$35.89	\$3.15	\$0.79	\$11.15	\$10.52	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$62.09	\$0.06
3	\$36.04	\$3.15	\$0.79	\$11.15	\$10.52	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$62.24	\$0.06
4	\$36.14	\$3.15	\$0.79	\$11.15	\$10.52	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$62.34	\$0.06
5	\$37.19	\$3.15	\$0.79	\$11.15	\$10.52	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$63.39	\$0.06
6	\$39.19	\$3.15	\$0.79	\$11.15	\$10.52	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$65.39	\$0.06
7	\$33.69	\$3.15	\$0.79	\$11.15	\$10.47	\$0.45	\$0.10	\$0.02	\$0.01	\$0.01	\$59.84	\$0.06

ALL DISTRICTS:

Foreman/Lead: \$3.00 above classification employed in.

General Foreman: \$2.50 above Foreman scale (appointed at employers' discretion).

Blasting Person (dynamite or substitute products): \$3.00 above Class 1 rate.

Bottom Person: Class 5

Pipelayer: Class 6 - increase of \$0.25 effective May 1, 2027

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, and Rochester Mayo Clinic Campus. Paid receipts or documentation must be submitted within 30 days.

*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) or two (2) times the hourly rate when overtime is worked.

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⁴MN 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.

⁵Building Strong Communities. See Schedule 16.

⁶Minnesota Construction Mental Health Alliance. See Schedule 16.

Revised

MINNESOTA HIGHWAY HEAVY APPRENTICE WAGE RATES

Classification 1 Only

Effective May 1, 2026 - April 30, 2027

Apprenticeship Levels 1 - 3

Area	RATE	VAC ¹	WWP ⁴	H & W	PEN	TR/AP	LECET	FCF ³	BSC ⁵	MH ⁶	TOTAL	IPF ²
District 1 - Metro Area Journeyworker Rate	\$ 45.19	\$ 3.15	\$ 1.00	\$ 11.15	\$ 12.17	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 73.25	\$ 0.06
Apprenticeship Level 1 - 80% of Class 1	\$ 36.15	\$ 3.15	\$ 0.85	\$ 11.15	\$ 12.17	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 64.06	\$ 0.06
Apprenticeship Level 2 - 87% of Class 2	\$ 39.32	\$ 3.15	\$ 0.85	\$ 11.15	\$ 12.17	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 67.23	\$ 0.06
Apprenticeship Level 3 - 95% of Class 3	\$ 42.93	\$ 3.15	\$ 0.85	\$ 11.15	\$ 12.17	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 70.84	\$ 0.06
District 2A - Duluth Area Journeyworker Rate	\$ 43.82	\$ 3.50	\$ 0.98	\$ 11.15	\$ 12.00	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 72.04	\$ 0.06
Apprenticeship Level 1 - 80% of Class 1	\$ 35.06	\$ 3.50	\$ 0.83	\$ 11.15	\$ 12.00	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 63.13	\$ 0.06
Apprenticeship Level 2 - 87% of Class 2	\$ 38.12	\$ 3.50	\$ 0.83	\$ 11.15	\$ 12.00	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 66.19	\$ 0.06
Apprenticeship Level 3 - 95% of Class 3	\$ 41.63	\$ 3.50	\$ 0.83	\$ 11.15	\$ 12.00	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 69.70	\$ 0.06
District 2B - Virginia Area Journeyworker Rate	\$ 42.05	\$ 4.28	\$ 0.96	\$ 11.15	\$ 12.99	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 72.02	\$ 0.06
Apprenticeship Level 1 - 80% of Class 1	\$ 33.64	\$ 4.28	\$ 0.82	\$ 11.15	\$ 12.99	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 63.47	\$ 0.06
Apprenticeship Level 2 - 87% of Class 2	\$ 36.58	\$ 4.28	\$ 0.82	\$ 11.15	\$ 12.99	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 66.41	\$ 0.06
Apprenticeship Level 3 - 95% of Class 3	\$ 39.95	\$ 4.28	\$ 0.82	\$ 11.15	\$ 12.99	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 69.78	\$ 0.06
District 3 - SE / SW MN Area Journeyworker Rate	\$ 40.20	\$ 3.15	\$ 0.89	\$ 11.15	\$ 12.17	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 68.15	\$ 0.06
Apprenticeship Level 1 - 80% of Class 1	\$ 32.16	\$ 3.15	\$ 0.76	\$ 11.15	\$ 12.17	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 59.98	\$ 0.06
Apprenticeship Level 2 - 87% of Class 2	\$ 34.97	\$ 3.15	\$ 0.76	\$ 11.15	\$ 12.17	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 62.79	\$ 0.06
Apprenticeship Level 3 - 95% of Class 3	\$ 38.19	\$ 3.15	\$ 0.76	\$ 11.15	\$ 12.17	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 66.01	\$ 0.06
District 4 - Western Area Journeyworker Rate	\$ 35.69	\$ 3.15	\$ 0.79	\$ 11.15	\$ 10.52	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 61.89	\$ 0.06
Apprenticeship Level 1 - 80% of Class 1	\$ 28.55	\$ 3.15	\$ 0.67	\$ 11.15	\$ 10.52	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 54.63	\$ 0.06
Apprenticeship Level 2 - 87% of Class 2	\$ 31.05	\$ 3.15	\$ 0.67	\$ 11.15	\$ 10.52	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 57.13	\$ 0.06
Apprenticeship Level 3 - 95% of Class 3	\$ 33.91	\$ 3.15	\$ 0.67	\$ 11.15	\$ 10.52	\$ 0.45	\$ 0.10	\$ 0.02	\$ 0.01	\$ 0.01	\$ 59.99	\$ 0.06

Apprenticeship wages start at 80% of Journeyworker rate under the Agreement which governs the work being performed.

Apprenticeship Level	Wage	Work Hours	Training Hours
1	80%	0 - 1500	0 - 100
2	87%	1501 - 3000	101 - 200
3	95%	3001 - 4000	201 - 288

¹Vacation is a taxable wage and shall be paid for all hours worked and at one and one-half (1½) or two (2) times the hourly rate when overtime is worked.

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³Fair Contracting Foundation. See Schedule 16

⁴MN Worker Wellness Program is to be paid with H&W benefit to the MN Laborers' Fringe Benefit Funds. Apprentices will receive 85% of the applicable journeyworker contribution rate.

⁵Building Strong Communities. See Schedule 16

⁶Minnesota Construction Mental Health Alliance . See Schedule 16