

**LANDSCAPE AND EROSION CONTROL  
WAGE RATES**

**May 1, 2026 – April 30, 2027**

**Effective May 4, 2026 - \$3.50 total increase**

Allocated as follows: \$1.75 to RATE, \$1.25 to H&W, \$0.50 to PENSION

|                                | RATE        | VAC*        | WWP <sup>3</sup>       | H&W            | PEN        | TR/AP        | FCF <sup>4</sup> | TOTAL        |
|--------------------------------|-------------|-------------|------------------------|----------------|------------|--------------|------------------|--------------|
| <b>Journeyworker</b>           | \$33.41     | \$3.10      | \$0.74                 | \$11.15        | \$9.09     | \$0.45       | \$0.02           | \$57.96      |
| <b>Apprentice</b>              | <b>RATE</b> | <b>VAC*</b> | <b>WWP<sup>3</sup></b> | <b>H&amp;W</b> | <b>PEN</b> | <b>TR/AP</b> | <b>FCF</b>       | <b>TOTAL</b> |
| Level 1 – 80% of Journeyworker | \$26.73     | \$3.10      | \$0.63                 | \$11.15        | \$9.09     | \$0.45       | \$0.02           | \$51.17      |
| Level 2 – 87% of Journeyworker | \$29.07     | \$3.10      | \$0.63                 | \$11.15        | \$9.09     | \$0.45       | \$0.02           | \$53.51      |
| Level 3 – 95% of Journeyworker | \$31.74     | \$3.10      | \$0.63                 | \$11.15        | \$9.09     | \$0.45       | \$0.02           | \$56.18      |

**\*Vacation is a taxable wage and shall be paid for all hours worked.**

Apprentice wages start at 80% of the Journeyworker Rate

**Apprentice**

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

All Employees performing **Structural Landscape and Related Work** shall be paid the following wage rates **effective May 4, 2026**.

| AREA                              | RATE    | VAC <sup>1</sup> | WWP <sup>3</sup> | H&W     | PEN     | TR/AP  | LECET  | FCF    | BSC <sup>5</sup> | MH <sup>5</sup> | TOTAL   | IPF <sup>2</sup> |
|-----------------------------------|---------|------------------|------------------|---------|---------|--------|--------|--------|------------------|-----------------|---------|------------------|
| District 1 - Metro Area           | \$45.19 | \$3.15           | \$1.00           | \$11.15 | \$12.17 | \$0.45 | \$0.10 | \$0.02 | \$0.01           | \$0.01          | \$73.25 | \$0.06           |
| District 2A - Duluth Area         | \$43.82 | \$3.50           | \$0.98           | \$11.15 | \$12.00 | \$0.45 | \$0.10 | \$0.02 | \$0.01           | \$0.01          | \$72.04 | \$0.06           |
| District 2B - Virginia Area       | \$42.05 | \$4.28           | \$0.96           | \$11.15 | \$12.99 | \$0.45 | \$0.10 | \$0.02 | \$0.01           | \$0.01          | \$72.02 | \$0.06           |
| District 3 - Central SE & SW Area | \$40.20 | \$3.15           | \$0.89           | \$11.15 | \$12.17 | \$0.45 | \$0.10 | \$0.02 | \$0.01           | \$0.01          | \$68.15 | \$0.06           |
| District 4 - Western Area         | \$35.69 | \$3.15           | \$0.79           | \$11.15 | \$10.52 | \$0.45 | \$0.10 | \$0.02 | \$0.01           | \$0.01          | \$61.89 | \$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.

<sup>1</sup>**Structural Landscape and Related Work only** - Vacation 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 and at two (2) times on Sundays and Holidays.

<sup>2</sup>AGC of Minnesota Infrastructure Promotion Fund is not part of the total package.

<sup>3</sup>MN 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. See Article 16.

<sup>4</sup>Fair Contracting Foundation. See Article 19.

<sup>5</sup>Building Strong Communities.

<sup>6</sup>Minnesota Construction Mental Health Alliance Fund.

# MINNESOTA LANDSCAPE AND EROSION CONTROL WAGE RATES

Effective May 1, 2026 - April 30, 2027

## LANDSCAPE LABORER

| Division/Location                                  | RATE           | VAC*          | WWP <sup>3</sup> | H&W            | PEN           | TR/AP         | FCF <sup>4</sup> | TOTAL          |
|--|----------------|---------------|------------------|----------------|---------------|---------------|------------------|----------------|
| <b>Plantings Landscape Laborer - Journeyworker</b> | <b>\$33.41</b> | <b>\$3.10</b> | <b>\$0.74</b>    | <b>\$11.15</b> | <b>\$9.09</b> | <b>\$0.45</b> | <b>\$0.02</b>    | <b>\$57.96</b> |
| Apprentice Level 1 - 80% of Journeyworker          | \$26.73        | \$3.10        | \$0.63           | \$11.15        | \$9.09        | \$0.45        | \$0.02           | <b>\$51.17</b> |
| Apprentice Level 2 - 87% of Journeyworker          | \$29.07        | \$3.10        | \$0.63           | \$11.15        | \$9.09        | \$0.45        | \$0.02           | <b>\$53.51</b> |
| Apprentice Level 3 - 95% of Journeyworker          | \$31.74        | \$3.10        | \$0.63           | \$11.15        | \$9.09        | \$0.45        | \$0.02           | <b>\$56.18</b> |

\*Vacation is a taxable wage and shall be paid for all hours worked.

## STRUCTURAL LANDSCAPE AND RELATED WORK

| Division/Location   | RATE           | VAC <sup>1</sup> | WWP <sup>3</sup> | H&W            | PEN            | TR/AP         | LECET         | FCF           | BSC <sup>5</sup> | MH <sup>6</sup> | TOTAL          | IPF <sup>2</sup> |
|---|----------------|------------------|------------------|----------------|----------------|---------------|---------------|---------------|------------------|-----------------|----------------|------------------|
| <b>Structural Landscape and Related Work (Dist. 1 - Metro Area)</b>                       | <b>\$45.19</b> | <b>\$3.15</b>    | <b>\$1.00</b>    | <b>\$11.15</b> | <b>\$12.17</b> | <b>\$0.45</b> | <b>\$0.10</b> | <b>\$0.02</b> | <b>\$0.01</b>    | <b>\$0.01</b>   | <b>\$73.25</b> | <b>\$0.06</b>    |
| Apprentice 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          | <b>\$64.06</b> | <b>\$0.06</b>    |
| Apprentice Level 2 - 87% of Class 1   | \$39.32        | \$3.15           | \$0.85           | \$11.15        | \$12.17        | \$0.45        | \$0.10        | \$0.02        | \$0.01           | \$0.01          | <b>\$67.23</b> | <b>\$0.06</b>    |
| Apprentice Level 3 - 95% of Class 1   | \$42.93        | \$3.15           | \$0.85           | \$11.15        | \$12.17        | \$0.45        | \$0.10        | \$0.02        | \$0.01           | \$0.01          | <b>\$70.84</b> | <b>\$0.06</b>    |
| <b>Structural Landscape and Related Work (Dist. 2A - Duluth Area)</b>                     | <b>\$43.82</b> | <b>\$3.50</b>    | <b>\$0.98</b>    | <b>\$11.15</b> | <b>\$12.00</b> | <b>\$0.45</b> | <b>\$0.10</b> | <b>\$0.02</b> | <b>\$0.01</b>    | <b>\$0.01</b>   | <b>\$72.04</b> | <b>\$0.06</b>    |
| Apprentice 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          | <b>\$63.13</b> | <b>\$0.06</b>    |
| Apprentice Level 2 - 87% of Class 1   | \$38.12        | \$3.50           | \$0.83           | \$11.15        | \$12.00        | \$0.45        | \$0.10        | \$0.02        | \$0.01           | \$0.01          | <b>\$66.19</b> | <b>\$0.06</b>    |
| Apprentice Level 3 - 95% of Class 1   | \$41.63        | \$3.50           | \$0.83           | \$11.15        | \$12.00        | \$0.45        | \$0.10        | \$0.02        | \$0.01           | \$0.01          | <b>\$69.70</b> | <b>\$0.06</b>    |
| <b>Structural Landscape and Related Work (Dist. 2B - Virginia Area)</b>                   | <b>\$42.05</b> | <b>\$4.28</b>    | <b>\$0.96</b>    | <b>\$11.15</b> | <b>\$12.99</b> | <b>\$0.45</b> | <b>\$0.10</b> | <b>\$0.02</b> | <b>\$0.01</b>    | <b>\$0.01</b>   | <b>\$72.02</b> | <b>\$0.06</b>    |
| Apprentice 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          | <b>\$63.47</b> | <b>\$0.06</b>    |
| Apprentice Level 2 - 87% of Class 1   | \$36.58        | \$4.28           | \$0.82           | \$11.15        | \$12.99        | \$0.45        | \$0.10        | \$0.02        | \$0.01           | \$0.01          | <b>\$66.41</b> | <b>\$0.06</b>    |
| Apprentice Level 3 - 95% of Class 1   | \$39.95        | \$4.28           | \$0.82           | \$11.15        | \$12.99        | \$0.45        | \$0.10        | \$0.02        | \$0.01           | \$0.01          | <b>\$69.78</b> | <b>\$0.06</b>    |
| <b>Structural Landscape and Related Work (Dist. 3 - Central / SE / SW Minnesota Area)</b> | <b>\$40.20</b> | <b>\$3.15</b>    | <b>\$0.89</b>    | <b>\$11.15</b> | <b>\$12.17</b> | <b>\$0.45</b> | <b>\$0.10</b> | <b>\$0.02</b> | <b>\$0.01</b>    | <b>\$0.01</b>   | <b>\$68.15</b> | <b>\$0.06</b>    |
| Apprentice 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          | <b>\$59.98</b> | <b>\$0.06</b>    |
| Apprentice Level 2 - 87% of Class 1   | \$34.97        | \$3.15           | \$0.76           | \$11.15        | \$12.17        | \$0.45        | \$0.10        | \$0.02        | \$0.01           | \$0.01          | <b>\$62.79</b> | <b>\$0.06</b>    |
| Apprentice Level 3 - 95% of Class 1   | \$38.19        | \$3.15           | \$0.76           | \$11.15        | \$12.17        | \$0.45        | \$0.10        | \$0.02        | \$0.01           | \$0.01          | <b>\$66.01</b> | <b>\$0.06</b>    |
| <b>Structural Landscape and Related Work (Dist. 4 - Western Area)</b>                     | <b>\$35.69</b> | <b>\$3.15</b>    | <b>\$0.79</b>    | <b>\$11.15</b> | <b>\$10.52</b> | <b>\$0.45</b> | <b>\$0.10</b> | <b>\$0.02</b> | <b>\$0.01</b>    | <b>\$0.01</b>   | <b>\$61.89</b> | <b>\$0.06</b>    |
| Apprentice 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          | <b>\$54.63</b> | <b>\$0.06</b>    |
| Apprentice Level 2 - 87% of Class 1   | \$31.05        | \$3.15           | \$0.67           | \$11.15        | \$10.52        | \$0.45        | \$0.10        | \$0.02        | \$0.01           | \$0.01          | <b>\$57.13</b> | <b>\$0.06</b>    |
| Apprentice Level 3 - 95% of Class 1   | \$33.91        | \$3.15           | \$0.67           | \$11.15        | \$10.52        | \$0.45        | \$0.10        | \$0.02        | \$0.01           | \$0.01          | <b>\$59.99</b> | <b>\$0.06</b>    |

<sup>1</sup> **Structural Landscape & Related Work Only** - Vacation is a taxable wage and shall be paid for all hours worked and at one and one-half (1 1/2) or two (2) times the hourly rate when overtime is worked and at two (2) times on Sundays and Holidays.

<sup>2</sup> AGC of Minnesota Infrastructure Promotion Fund is not part of the total package.

<sup>3</sup> Minnesota 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.

<sup>4</sup> Fair Contracting Foundation. See Schedule 19

<sup>5</sup> Building Strong Communities.

<sup>6</sup> MN Construction Mental Health Alliance Fund.

Apprenticeship wages start at 80% of Journeyworker Classification 1 in the District in which the work is being performed.

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