

**National and Independent Distribution
Zones, Wages, and Jurisdiction for
Laborers' - Minnesota and North Dakota**

Effective 6/1/25 - 5/31/26

Minnesota - Zone 1 \$ **2.35** increase
 \$ **0.50** WWP *Replaces MN ESST Law*

Wage Rate	\$	32.26
Vacation	\$	3.00
MN WWP	\$	1.00
Health & Welfare	\$	9.90
Pension	\$	8.94
Training/Apprenticeship	\$	0.45
LECET	\$	0.10
Total	\$	55.65

Jurisdiction - Local 563

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

Minnesota - Zone 2 \$ **2.32** increase
 \$ **0.46** WWP *Replaces MN ESST Law*

Wage Rate	\$	31.76
Vacation	\$	3.00
MN WWP	\$	0.95
Health & Welfare	\$	9.90
Pension	\$	8.67
Training/Apprenticeship	\$	0.45
LECET	\$	0.10
Total	\$	54.83

Jurisdiction - Local 1091

Carlton, Cook, Lake, Pine, and St. Louis (south of T.55N)

Jurisdiction - Local 1097

Itasca and St. Louis (north of T.55N)

Minnesota - Zone 3 \$ **2.27** increase
 \$ **0.44** WWP *Replaces MN ESST Law*

Wage Rate	\$	30.82
Vacation	\$	3.00
MN WWP	\$	0.92
Health & Welfare	\$	9.90
Pension	\$	8.39
Training/Apprenticeship	\$	0.45
LECET	\$	0.10
Total	\$	53.58

Jurisdiction - Local 405

Dodge, Faribault, Fillmore, Freeborn, Goodhue, Houston, Le Sueur, Mower, Olmsted, Rice, Steele, Wabasha, Waseca and Winona

Jurisdiction - Local 563

Benton, Blue Earth, Brown, Nicollet and Stearns

Jurisdiction - Local 1091

Kanabec and Mille Lacs

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Minnesota - Zone 4 \$ **2.16** increase
 \$ **0.42** WWP

Replaces MN ESST Law

Jurisdiction - Local 563

Wage Rate	\$	29.08	Becker, Big Stone, Cass, Chippewa, Clay, Cottonwood, Crow
Vacation	\$	3.00	Wing, Douglas, Grant, Hubbard, Jackson, Kandiyohi, Lac qui
MN WWP	\$	0.88	Parle, Lincoln, Lyon, Martin, McLeod, Meeker, Morrison,
Health & Welfare	\$	9.90	Murray, Nobles, Ottertail, Pipestone, Pope, Redwood, Renville,
Pension	\$	7.55	Rock, Sibley, Stevens, Swift, Todd, Traverse, Wadena,
Training/Apprenticeship	\$	0.45	Watowan, Wilkin and Yellow Medicine
LECET	\$	0.10	
Total	\$	50.96	

Jurisdiction - Local 1091

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Jurisdiction - Local 1097

Beltrami, Clearwater, Kittson, Koochiching, Lake of the Wood,
Mahnomen, Marshall, Norman, Pennington, Polk, Red Lake
and Roseau

North Dakota* \$ **1.75** increase

Jurisdiction - Local 563

Wage Rate	\$	21.29	Entire State of North Dakota
Vacation	\$	1.10	
Health & Welfare	\$	9.90	
Pension	\$	5.40	
Training/Apprenticeship	\$	0.45	
LECET	\$	0.10	
Total	\$	38.24	

*4% Work Assessment (4% of gross) Deduct from Net