

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 <sup>1</sup>	WWP <sup>4</sup>	H/W	PEN	TR/APP	LECET	FCF <sup>3</sup>	BSC <sup>5</sup>	MH <sup>6</sup>	TOTAL	IPF <sup>2</sup>
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 <sup>1</sup>	WWP <sup>4</sup>	H/W	PEN	TR/APP	LECET	FCF <sup>3</sup>	BSC <sup>5</sup>	MH <sup>6</sup>	TOTAL	IPF <sup>2</sup>
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 <sup>1</sup>	WWP <sup>4</sup>	H/W	PEN	TR/APP	LECET	FCF <sup>3</sup>	BSC <sup>5</sup>	MH <sup>6</sup>	TOTAL	IPF <sup>2</sup>
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.

<sup>1</sup>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.

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

<sup>3</sup>Fair Contracting Foundation. See Schedule 16.

<sup>4</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.

<sup>5</sup>Building Strong Communities. See Schedule 16.

<sup>6</sup>Minnesota 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 <sup>1</sup>	WWP <sup>4</sup>	H/W	PEN	TR/APP	LECET	FCF <sup>3</sup>	BSC <sup>5</sup>	MH <sup>6</sup>	TOTAL	IPF <sup>2</sup>
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 <sup>1</sup>	WWP <sup>4</sup>	H/W	PEN	TR/APP	LECET	FCF <sup>3</sup>	BSC <sup>5</sup>	MH <sup>6</sup>	TOTAL	IPF <sup>2</sup>
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.

<sup>1</sup>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.

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

<sup>3</sup>Fair Contracting Foundation. See Schedule 16.

<sup>4</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.

<sup>5</sup>Building Strong Communities. See Schedule 16.

<sup>6</sup>Minnesota Construction Mental Health Alliance. See Schedule 16.