

**CENTRAL AND SOUTHERN MINNESOTA  
ASBESTOS ABATEMENT / ENVIRONMENTAL  
WAGE RATES**

**January 1, 2026 – December 31, 2026**

**Effective January 1, 2026\*** – Total increase of \$2.50 allocated as follows: \$0.75 to RATE, \$1.25 to H&W, \$0.50 to PEN.

Rate	VAC <sup>1</sup>	WWP <sup>4</sup>	H&W	PEN	TR/APP	LECET	FCF <sup>3</sup>	TOTAL	Industry <sup>2</sup>
\$41.98	\$3.10	\$1.00	\$11.15	\$12.04	\$0.45	\$0.10	\$0.02	\$69.84	\$0.25

**Foreman Wage - - \$3.50 over scale when supervising eight (8) workers**

**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.

\*The Union shall allocate negotiated increases prior to their effective date. If the increase effective date is not a Monday, the negotiated increases shall become effective on the first Monday following the increase effective date.

<sup>1</sup>Vacation 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.

<sup>2</sup>Both MECA member and nonmember Employers who are parties to this Agreement, acknowledge and recognize that MECA represents the sentiments and contentions of Employers in the environmental industry in the State of Minnesota. In consideration of MECA continuing to promote the best interests of the industry for the benefit of both members and nonmembers, all Employers agree to contribute twenty-five cents (\$.25) per hour to the Industry Fund administered by MECA.

<sup>3</sup>Fair Contracting Foundation

<sup>4</sup>Minnesota Worker Wellness Program – Effective May 1, 2024 to be paid with H&W benefit to MN Laborers' Fringe Benefit Funds. Apprentices will receive 85% of the applicable journeyworker contribution rate.

**Demolition** - Employers performing demolition work other than that traditionally performed under this Agreement shall pay Employees engaged in such work the Laborers Metropolitan Builders wage rates and fringes:

**Effective May 1, 2025 – April 30, 2026:**

Rate	VAC <sup>1</sup>	WWP <sup>4</sup>	H&W	PEN	TR/APP	LECET	FCF <sup>3</sup>	BSC <sup>5</sup>	TOTAL	CAF <sup>2</sup>	CEA <sup>6</sup>
\$45.00	\$3.10	\$1.00	\$9.90	\$11.67	\$0.45	\$0.10	\$0.02	\$0.02	\$71.26	\$0.06	\$0.02

<sup>1</sup>Vacation 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.

<sup>2</sup>Contract Administration Fund is not part of the total package and is voluntary. See Schedule 15.

<sup>3</sup>Fair Contracting Foundation. See Schedule 18.

<sup>4</sup>Minnesota 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 22.

<sup>5</sup>Building Strong Communities. See Schedule 18.

<sup>6</sup>The Minnesota Construction Employers Alliance is not part of the total package. Contribution is voluntary for employers signatory to this agreement through the AGC. See Schedule 15

All fringes are sent to:

Minnesota Laborers' Fringe Benefit Funds  
P.O. Box 124  
Minneapolis, MN 55440-0124 (651) 256-1800

**LABORERS' CENTRAL AND SOUTHERN MINNESOTA ASBESTOS AGREEMENT APPRENTICE WAGE RATES**  
**Effective January 1, 2026 - December 31, 2026**  
**Apprenticeship Levels 1 - 3**

<u>Effective January 1, 2026*</u>	<b>RATE</b>	<b>VAC<sup>1</sup></b>	<b>WWP<sup>4</sup></b>	<b>H&amp;W</b>	<b>PEN</b>	<b>TR/APP</b>	<b>LECET</b>	<b>FCF<sup>3</sup></b>	<b>TOTAL</b>	<b>Industry Fund<sup>2</sup></b>
<b>Journey Laborers</b>	<b>\$41.98</b>	<b>\$3.10</b>	<b>\$1.00</b>	<b>\$11.15</b>	<b>\$12.04</b>	<b>\$0.45</b>	<b>\$0.10</b>	<b>\$0.02</b>	<b>\$69.84</b>	<b>\$0.25</b>
Apprenticeship Level 1 - 80% of Class 1	\$33.58	\$3.10	\$0.85	\$11.15	\$12.04	\$0.45	\$0.10	\$0.02	\$61.29	\$0.25
Apprenticeship Level 2 - 87% of Class 2	\$36.52	\$3.10	\$0.85	\$11.15	\$12.04	\$0.45	\$0.10	\$0.02	\$64.23	\$0.25
Apprenticeship Level 3 - 95% of Class 3	\$39.88	\$3.10	\$0.85	\$11.15	\$12.04	\$0.45	\$0.10	\$0.02	\$67.59	\$0.25

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

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<sup>1</sup>Vacation 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.

<sup>2</sup>Both MECA member and nonmember Employers who are parties to this Agreement, acknowledge and recognize that MECA represents the sentiments and contentions of Employers in the environmental industry in the State of Minnesota. In consideration of MECA continuing to promote the best interests of the industry for the benefit of both members and nonmembers, all Employers agree to contribute twenty-five cents (\$.25) per hour to the Industry Fund administered by MECA.

<sup>3</sup>Fair Contracting Foundation

<sup>4</sup>Minnesota Worker Wellness Program – Effective May 1, 2024 to be paid with H&W benefit to MN Laborers' Fringe Benefit Funds. Apprentices will receive 85% of the applicable journeyperson contribution rate.