

**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.