

Metropolitan Builders Division Wage Rates

May 1, 2019 – April 30, 2022

Journeyworker

May 1, 2018

Class	Rate	Vacation ¹	H&W	Pension	Tr/App	LECET	FCF ³	Total	CAF ²
1	\$34.11	\$2.30	\$7.85	\$9.17	\$0.32	\$0.08	\$0.02	\$53.85	\$0.04

May 1, 2019– \$2.10 increase (\$1.30 to rate, \$0.20 to VAC, \$0.30 to H&W, \$0.25 to Pens, \$0.05 to TR/AP)

Class	Rate	Vacation ¹	H&W	Pension	Tr/App	LECET	FCF ³	Total	CAF ²
1	\$35.41	\$2.50	\$8.15	\$9.42	\$0.37	\$0.08	\$0.02	\$55.95	\$0.04
2	\$35.91	\$2.50	\$8.15	\$9.42	\$0.37	\$0.08	\$0.02	\$56.45	\$0.04
3	\$36.41	\$2.50	\$8.15	\$9.42	\$0.37	\$0.08	\$0.02	\$56.95	\$0.04
4	\$31.78	\$2.35	\$8.15	\$9.22	\$0.37	\$0.08	\$0.02	\$51.97	\$0.04

May 1, 2020 Total increase \$2.05, allocations TBD

May 1, 2021 total increase \$2.00, allocations TBD

Foreman/Leadman: \$2.50 above classification employed in. Effective May 1, 2020 and May 1, 2021 – wage increase by \$.25 per hour, each year.

General Foreman: \$2.50 above Foreman/Leadman wage rate

¹Vacation is a taxable wage and shall be paid for all hours worked and at one and one half times when overtime is worked and at two times on Sundays and Holidays.

²Contract Administration Fund is not part of the total package and is voluntary. (See Schedule 17)

³Fair Contracting Foundation (FCF) refer to FCF Article

Parking: Effective May 1, 2019 - Employees with paid receipts or approved documentation shall be reimbursed up to \$10.00 per day for parking at the U of M, at the MSP airport, and in downtown Minneapolis and downtown St. Paul (Metro Builders and Plaster Tenders only). Paid receipts or documentation must be submitted within 30 days.

Apprentice Laborers – May 1, 2019

Level	Rate	Vacation ¹	H&W	Pension	Tr/App	LECET	FCF ³	Total	CAF ²
1	\$28.33	\$2.50	\$8.15	\$9.42	\$0.37	\$0.08	\$0.02	\$48.87	\$0.04
2	\$30.81	\$2.50	\$8.15	\$9.42	\$0.37	\$0.08	\$0.02	\$51.35	\$0.04
3	\$33.64	\$2.50	\$8.15	\$9.42	\$0.37	\$0.08	\$0.02	\$54.18	\$0.04

Hourly Rate Under the Collective Bargaining Agreement

Covered Hours of Employment

Level 1	80% of Journeyman Class 1	Entry in the Apprenticeship Program to completion of 1,500 covered work hours and 100 hours of related training;
Level 2	87% of Journeyman Class 1	Upon achieving 1,501 covered work hours through 3,000 hours and 200 hours of related training;
Level 3	95% of Journeyman Class 1	Upon reaching 3,001 covered work hours through 4,000 hours and 288 related training.

Apprentice / Journeyman Ratio – Effective January 9, 2006

1 Apprentice to 1 Journeyman for the first 3 Apprentices and 1 Apprentice to 3 Journeyman thereafter, as illustrated:

Apprentice:Journeyman	Apprentices	Journeyman	Total Workers
1:1	1	1	2
1:1	2	2	4
1:1	3	3	6
1:3	4	6	10
1:3	5	9	14
1:3	6	12	18

Apprentice status ends and 100% of the applicable hourly rate under the governing Collective Bargaining Agreement is paid upon achievement of 4,001 covered work hours and 288 related training hours.

All fringe benefit contributions for Apprentices shall be the same as for a Journeyman Laborer. An employer may unilaterally pay wages to an Apprentice which are greater than the preceding minimum amounts.