

BUILDING WAGE RATES

Duluth/Cloquet Local #1091

Effective May 1, 2019

Class	(Taxable) Wages	(Taxable) Vacation	H & W	Pension	Trng/Appr	LECET	SAFE	Total
1	\$ 26.52	\$ 2.50	\$ 8.15	\$ 8.27	\$ 0.37	\$ 0.08	\$ 0.15	\$ 46.04
2	\$ 26.67	\$ 2.50	\$ 8.15	\$ 8.27	\$ 0.37	\$ 0.08	\$ 0.15	\$ 46.19
3	\$ 26.92	\$ 2.50	\$ 8.15	\$ 8.27	\$ 0.37	\$ 0.08	\$ 0.15	\$ 46.44
4	\$ 27.22	\$ 2.50	\$ 8.15	\$ 8.27	\$ 0.37	\$ 0.08	\$ 0.15	\$ 46.74
5	\$ 24.17	\$ 2.50	\$ 8.15	\$ 8.27	\$ 0.37	\$ 0.08	\$ 0.15	\$ 43.69

Example: Apprentice at 80% of Class 1 ONLY

Class 1	\$ 21.22	\$ 2.50	\$ 8.15	\$ 8.27	\$ 0.37	\$ 0.08	\$ 0.15	\$ 40.74
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Foreman/Leadman \$1.50 above highest classification employed in.

*** Vacation is a taxable wage and shall be paid for all hours worked and at 1 1/2 or 2 times the hourly rate when overtime is worked.

"All" Fringes are to be sent to
Minnesota Laborers' Fringe Benefits Fund P. O. Box 124 Minneapolis, MN 55440-0124 (651) 256-1800

**Local 1091
Builder Wage Rates
May 1, 2019 – April 30, 2020**

Duluth-Cloquet Area

Consisting of Carlton, Cook, Lake and Pine counties and that part of St. Louis County, south of T.55 N. (Two miles north of Cotton on Highway 53, County Road 967 is T.55 N.)

Effective May 1, 2019 – Total increase of \$1.60 allocated as follows: \$.88 to Rate, \$.10 to VAC \$.30 to H&W, \$.27 to PEN, \$.05 to TR/AP.

<u>CLASS</u>	<u>RATE</u>	<u>VAC¹</u>	<u>H&W</u>	<u>PEN</u>	<u>TR/AP</u>	<u>LECET</u>	<u>SAFE</u>	<u>TOTAL</u>
1	26.52	2.50	8.15	8.27	0.37	0.08	0.15	46.04
2	26.67	2.50	8.15	8.27	0.37	0.08	0.15	46.19
3	26.92	2.50	8.15	8.27	0.37	0.08	0.15	46.44
4	27.22	2.50	8.15	8.27	0.37	0.08	0.15	46.74
5	24.17	2.50	8.15	8.27	0.37	0.08	0.15	43.69

Foreman/Leadman: \$1.50 above highest classification employed in.

Aitkin, Kanabec and Mille Lacs Counties – Over \$950,000

Effective May 1, 2019 – Total increase of \$1.60 allocated as follows: \$.75 to Rate, \$.30 to H&W, \$.50 to PEN, \$.05 to TR/AP.

<u>CLASS</u>	<u>RATE</u>	<u>VAC¹</u>	<u>H&W</u>	<u>PEN</u>	<u>TR/AP</u>	<u>LECET</u>	<u>FCF</u>	<u>TOTAL</u>
1	28.66	2.50	8.15	8.27	0.37	0.08	0.02	48.05
2	29.41	2.50	8.15	8.27	0.37	0.08	0.02	48.80
3	29.66	2.50	8.15	8.27	0.37	0.08	0.02	49.05
4	26.68	2.50	8.15	8.27	0.37	0.08	0.02	46.07

Aitkin, Kanabec and Mille Lacs Counties – Under \$950,000

<u>CLASS</u>	<u>RATE</u>	<u>VAC¹</u>	<u>H&W</u>	<u>PEN</u>	<u>TR/AP</u>	<u>LECET</u>	<u>FCF</u>	<u>TOTAL</u>
1	26.91	2.50	8.15	8.27	0.37	0.08	0.02	46.30
2	27.66	2.50	8.15	8.27	0.37	0.08	0.02	47.05
3	27.91	2.50	8.15	8.27	0.37	0.08	0.02	47.30
4	24.93	2.50	8.15	8.27	0.37	0.08	0.02	44.32

Foreman: \$2.50 over classification scale in which employed.

General Foreman: \$2.50 over Foreman scale.

¹Vacation is a taxable wage and shall be paid for all hours worked and at 1½ or 2 times the hourly rate when overtime is worked.

HIGHWAY HEAVY WAGE RATES

District 2A - Duluth Local #1091

Effective May 1, 2019

Class	(Taxable) Wages	(Taxable) Vacation	H & W	Pension	Trng/Appr	LECET	FCF	Total
1	\$ 31.78	\$ 2.50	\$ 8.15	\$ 9.25	\$ 0.37	\$ 0.08	\$ 0.02	\$ 52.15
2	\$ 31.98	\$ 2.50	\$ 8.15	\$ 9.25	\$ 0.37	\$ 0.08	\$ 0.02	\$ 52.35
3	\$ 32.13	\$ 2.50	\$ 8.15	\$ 9.25	\$ 0.37	\$ 0.08	\$ 0.02	\$ 52.50
4	\$ 32.23	\$ 2.50	\$ 8.15	\$ 9.25	\$ 0.37	\$ 0.08	\$ 0.02	\$ 52.60
5	\$ 32.48	\$ 2.50	\$ 8.15	\$ 9.25	\$ 0.37	\$ 0.08	\$ 0.02	\$ 52.85
6	\$ 34.28	\$ 2.50	\$ 8.15	\$ 9.25	\$ 0.37	\$ 0.08	\$ 0.02	\$ 54.65
7	\$ 28.23	\$ 2.50	\$ 8.15	\$ 9.00	\$ 0.37	\$ 0.08	\$ 0.02	\$ 48.35

Example: Apprentice at 80% of Class 1 ONLY

Class 1	\$ 25.42	\$ 2.50	\$ 8.15	\$ 9.25	\$ 0.37	\$ 0.08	\$ 0.02	\$ 45.79
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Pipelayer, Laser Beam (sewer, water, gas) Classification 6 rate.
Foreman/Leadman \$1.50 above highest classification employed in.
General Foreman \$2.25 above Foreman scale (appointed at employers discretion).

*** Vacation is a taxable fringe and part of the gross wage, it shall be paid for all hours worked and at 1 1/2 or 2 times the hourly rate when overtime is worked

"All" Fringes are to be sent to

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

LABORERS DISTRICT COUNCIL OF MINNESOTA AND NORTH DAKOTA

MINNESOTA HIGHWAY HEAVY

May 1, 2019 – April 30, 2020

District 1 - Metro Area Locals 563 and 1091 -- Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott Sherburne, Washington and Wright counties.

Wage Increase of \$1.95 per hour; \$1.15 to RATE, \$.20 to VAC, \$.30 to H&W, \$.25 to PEN, \$.05 to TR/APP

<u>CLASS</u>	<u>RATE</u>	<u>VAC¹</u>	<u>H&W</u>	<u>PEN</u>	<u>TR/APP</u>	<u>LECET</u>	<u>FCF³</u>	<u>TOTAL</u>	<u>IPF²</u>
1	32.80	2.50	8.15	9.42	0.37	0.08	0.02	53.34	0.04
2	33.00	2.50	8.15	9.42	0.37	0.08	0.02	53.54	0.04
3	33.15	2.50	8.15	9.42	0.37	0.08	0.02	53.69	0.04
4	33.25	2.50	8.15	9.42	0.37	0.08	0.02	53.79	0.04
5	33.50	2.50	8.15	9.42	0.37	0.08	0.02	54.04	0.04
6	35.30	2.50	8.15	9.42	0.37	0.08	0.02	55.84	0.04
7	29.40	2.20	8.15	9.17	0.37	0.08	0.02	49.39	0.04

District 2A - Duluth Area Local 1091 - Carlton, Cook, Lake & Pine and that part of St. Louis county south of T N. 55

Wage Increase of \$1.95 per hour; \$1.00 to RATE, \$.10 to VAC, \$.30 to H&W, \$.50 to PEN, \$.05 to TR/APP

<u>CLASS</u>	<u>RATE</u>	<u>VAC¹</u>	<u>H&W</u>	<u>PEN</u>	<u>TR/APP</u>	<u>LECET</u>	<u>FCF³</u>	<u>TOTAL</u>	<u>IPF²</u>
1	31.78	2.50	8.15	9.25	0.37	0.08	0.02	52.15	0.04
2	31.98	2.50	8.15	9.25	0.37	0.08	0.02	52.35	0.04
3	32.13	2.50	8.15	9.25	0.37	0.08	0.02	52.50	0.04
4	32.23	2.50	8.15	9.25	0.37	0.08	0.02	52.60	0.04
5	32.48	2.50	8.15	9.25	0.37	0.08	0.02	52.85	0.04
6	34.28	2.50	8.15	9.25	0.37	0.08	0.02	54.65	0.04
7	28.23	2.50	8.15	9.00	0.37	0.08	0.02	48.35	0.04

District 2B - Virginia Area Local 1097 -- Itasca, Koochiching, and that part of St Louis county north of T 55N.

Wage Increase of \$1.95 per hour; \$1.00 to RATE, \$.20 to VAC, \$.30 to H&W, \$.40 to PEN, \$.05 to TR/APP

<u>CLASS</u>	<u>RATE</u>	<u>VAC¹</u>	<u>H&W</u>	<u>PEN</u>	<u>TR/APP</u>	<u>LECET</u>	<u>FCF³</u>	<u>TOTAL</u>	<u>IPF²</u>
1	29.62	3.67	8.15	10.24	0.37	0.08	0.02	52.15	0.04
2	29.82	3.67	8.15	10.24	0.37	0.08	0.02	52.35	0.04
3	29.97	3.67	8.15	10.24	0.37	0.08	0.02	52.50	0.04
4	30.07	3.67	8.15	10.24	0.37	0.08	0.02	52.60	0.04
5	30.32	3.67	8.15	10.24	0.37	0.08	0.02	52.85	0.04
6	32.12	3.67	8.15	10.24	0.37	0.08	0.02	54.65	0.04
7	26.57	3.67	8.15	9.49	0.37	0.08	0.02	48.35	0.04

District 3 - Southeastern/Southwestern Minnesota Area - Locals 405, 563 and 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 and Yellow Medicine counties.

Wage Increase of \$1.95 per hour; \$.75 to RATE, \$.35 to VAC, \$.30 to H&W, \$.50 to PEN, \$.05 to TR/APP

<u>CLASS</u>	<u>RATE</u>	<u>VAC¹</u>	<u>H&W</u>	<u>PEN</u>	<u>TR/APP</u>	<u>LECET</u>	<u>FCF³</u>	<u>TOTAL</u>	<u>IPF²</u>
1	28.18	2.45	8.15	9.10	0.37	0.08	0.02	48.35	0.04
2	28.38	2.45	8.15	9.10	0.37	0.08	0.02	48.55	0.04
3	28.53	2.45	8.15	9.10	0.37	0.08	0.02	48.70	0.04
4	28.62	2.45	8.15	9.10	0.37	0.08	0.02	48.79	0.04
5	28.88	2.45	8.15	9.10	0.37	0.08	0.02	49.05	0.04
6	30.68	2.45	8.15	9.10	0.37	0.08	0.02	50.85	0.04
7	25.28	2.45	8.15	8.90	0.37	0.08	0.02	45.25	0.04

¹Vacation 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.

²AGC of Minnesota Infrastructure Promotion Fund is not part of the total package and is voluntary. See Schedule 15.

³Fair Contracting Foundation. See Schedule 16.

MINNESOTA HIGHWAY HEAVY
May 1, 2019 – April 30, 2020

District 4 - Western Area - Locals 563, 1091 and 1097

Aitkin, Becker, Beltrami, Big Stone, Cass, Clay, Clearwater, Crow Wing, Douglas, Grant, Hubbard, Kittson, Lake of Woods, Mahnommen, Marshall, Morrison, Norman, Otter Tail, Pennington, Polk, Pope, Red Lake, Roseau, Stevens, Swift, Todd, Traverse, Wadena and Wilkin counties.

Wage Increase of \$1.95 per hour; \$1.00 to RATE, \$.35 to VAC, \$.30 to H&W, \$.25 to PEN, \$.05 to TR/APP

<u>CLASS</u>	<u>RATE</u>	<u>VAC</u> ¹	<u>H&W</u>	<u>PEN</u>	<u>TR/APP</u>	<u>LECET</u>	<u>FCF</u> ³	<u>TOTAL</u>	<u>IPF</u> ²
1	24.04	2.45	8.15	7.08	0.37	0.08	0.02	42.19	0.04
2	24.24	2.45	8.15	7.08	0.37	0.08	0.02	42.39	0.04
3	24.39	2.45	8.15	7.08	0.37	0.08	0.02	42.54	0.04
4	24.49	2.45	8.15	7.08	0.37	0.08	0.02	42.64	0.04
5	24.74	2.45	8.15	7.08	0.37	0.08	0.02	42.89	0.04
6	26.54	2.45	8.15	7.08	0.37	0.08	0.02	44.69	0.04
7	22.04	2.45	8.15	7.03	0.37	0.08	0.02	40.14	0.04

Foreman/Lead \$1.50 above classification employed in.

General Foreman \$2.25 above Foreman scale (appointed at employers discretion).

2019

¹Vacation 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.

²AGC of Minnesota Infrastructure Promotion Fund is not part of the total package and is voluntary. See Schedule 15.

³Fair Contracting Foundation. See Schedule 16.

**LANDSCAPE AND EROSION CONTROL
WAGE RATES**

Effective May 1, 2019 – April 30, 2020

Plantings Landscape Laborer I

An Employee who has worked less than six hundred (600) hours for the Employer and is performing Plantings Landscape and Related Work may be classified as Plantings Landscape Laborer I. No more than 30% of the Employer's Employees may be classified as Plantings Landscape Laborer I. Upon request, the Employer shall provide the Union with payroll information in order to demonstrate compliance with this subpart. If an Employer violates the requirements set forth in this subpart, the Employer may not classify any of its Employees as Plantings Landscape Laborer I, and must pay Planting Landscape Laborer II wages and benefits to all workers it would otherwise classify as Plantings Landscape Laborer I for the term of this Agreement.

May 1, 2019 – Total increase of \$1.25

<u>Rate</u>	<u>Vacation</u>	<u>FCF</u>	<u>TOTAL</u>
\$23.42	\$2.30	\$0.02	\$25.74

Plantings Landscape Laborer II

All other Employees performing Planting Landscape and Related Work including those who have worked in a previous calendar year for the Employer or are referred to the company by the Union shall be classified as Plantings Landscape Laborer II.

May 1, 2019 – Total increase of \$1.95

<u>Rate</u>	<u>Vacation</u>	<u>H&W</u>	<u>Pension</u>	<u>FCF</u>	<u>TOTAL</u>
\$24.00	\$2.30	\$8.15	\$6.51	\$0.02	\$40.98

All Employees performing **Structural Landscape and Related Work** shall be paid the following wage rates Effective May 1, 2019.

District 1 - Metro Area -

<u>Class</u>	<u>Rate</u>	<u>Vac</u> ¹	<u>H&W</u>	<u>Pen</u>	<u>Tr/Ap</u>	<u>LECET</u>	<u>FCF</u>	<u>TOTAL</u>	<u>IPF</u> ²
1	32.80	2.50	8.15	9.42	.37	0.08	0.02	53.34	.04

District 2A - Duluth Area -

<u>Class</u>	<u>Rate</u>	<u>Vac</u> ¹	<u>H&W</u>	<u>Pen</u>	<u>Tr/Ap</u>	<u>LECET</u>	<u>FCF</u>	<u>TOTAL</u>	<u>IPF</u> ²
1	31.78	2.50	8.15	9.25	.37	.08	.02	52.15	.04

District 2B - Virginia Area -

<u>Class</u>	<u>Rate</u>	<u>Vac</u> ¹	<u>H&W</u>	<u>Pen</u>	<u>Tr/Ap</u>	<u>LECET</u>	<u>FCF</u>	<u>TOTAL</u>	<u>IPF</u> ²
1	29.62	3.67	8.15	10.24	.37	.08	.02	52.15	.04

District 3 - Central & Southwestern Area -

<u>Class</u>	<u>Rate</u>	<u>Vac</u> ¹	<u>H&W</u>	<u>Pen</u>	<u>Tr/Ap</u>	<u>LECET</u>	<u>FCF</u>	<u>TOTAL</u>	<u>IPF</u> ²
1	28.18	2.45	8.15	9.10	.37	.08	.02	48.35	.04

District 4 - Western Area -

<u>Class</u>	<u>Rate</u>	<u>Vac</u> ¹	<u>H&W</u>	<u>Pen</u>	<u>Tr/Ap</u>	<u>LECET</u>	<u>FCF</u>	<u>TOTAL</u>	<u>IPF</u> ²
1	24.04	2.45	8.15	7.08	.37	.08	.02	42.19	.04

¹Vacation 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.

²AGC of Minnesota Infrastructure Promotion Fund is not part of the total package and is voluntary.

**BUILDING WAGE RATES
LABORERS' LOCAL #1091
(Effective May 1, 2019)**

(Local 1091 Area)

COUNTIES OF: Work performed in Douglas and Bayfield County West from County Trunk A, but also including Iron River National Fish Hatchery and Great Lakes Gas Transmission Co., Station 6, which lie to the East of County Trunk A.

BASE WAGE (<i>Taxable</i>) - APPRENTICE RATE 80% (Level 1)	\$	26.51	
VACATION FUND (<i>Taxable - Pyramids with OT and DT</i>)	\$	1.85**	
HEALTH & WELFARE	\$	8.55***	
PENSION	\$	8.60***	
APPRENTICESHIP & TRAINING	\$.31***	
LECET	\$.07***	
SAFETY TRAINING	\$.15*	
		=====	
	\$	46.04	Total Package
WORKING DUES	\$	1.18	-

(Local 1091 Area)

COUNTIES OF: Work performed in Ashland and the Eastern Portion of Bayfield County East of County Trunk A Exclusive from the Iron River National Fish Hatchery and Great Lakes Gas Transmission Co., Station 6.

BASE WAGE (<i>Taxable</i>) - APPRENTICE RATE 80% (Level 1)	\$	25.06	
VACATION FUND (<i>Taxable - Pyramids with OT and DT</i>)	\$	1.85**	
HEALTH & WELFARE	\$	8.55***	
PENSION	\$	8.60***	
APPRENTICESHIP & TRAINING	\$.31***	
LECET	\$.07***	
SAFETY TRAINING	\$.15*	
		=====	
	\$	44.59	Total Package
WORKING DUES	\$	1.18	-

Working dues are deducted from the on-the-check wages after taxes have been deducted.

***Safety Training** – Payable to Wilson-McShane, 2002 London Road, Room #300, Duluth, MN 55812.

****Vacation Fund** — Payable to Minnesota Laborers' Fringe Benefits Fund, P. O. Box 124, Minneapolis, MN 55440-0124
This benefit is to be added to the gross wage and taxed and then deducted at the full rate (Also pyramids with OT & DT) and remitted accordingly along with the other fringes.

*****All Other Fringes** - Payable to Wisconsin Laborers' Fringe Benefit Funds, Lockbox #978844, P.O. Box 8844, Carol Stream, IL 60197-8844 (Effective May 7, 2014)

Benefit forms will be mailed to you from the administrators of these funds.

AREA 5
BALANCE OF STATE
HEAVY & HIGHWAY
LABORERS'

Classification: 06/01/19

General Laborer; Tree Trimmer; Conduit Layer; demolition and Wrecking Laborer; Guard Rail, Fence and Bridge Builder; Landscaper; Multiplate Culvert Assembler; REINFORCING STEEL SETTER (pavement); Stone Handler; Bituminous Worker (Shoveler, Loader and Utility Man); Batch Truck Dumper or Cement Handler; Bituminous Worker (Dumper, Ironer, Smoother and Tamper); concrete Handler; Joint Sawyer and Filler (Pavement). \$ 32.84

Air Tool Operator; Vibrator or Tamper Operator (Mechanical Hand Operated); Chain Saw Operator; Demolition Burning Torch Laborer. \$ 32.94
 Bituminous Worker (Raker and Luteman); Formsetter (Curb, Sidewalk and Pavement); Strike Off Man. \$ 32.99

Line and Grade Specialist \$ 33.19

Blaster and Powderman \$ 33.04

Topman (Sewer and Water) \$ 32.94

Bottomman (Sewer and Water) \$ 33.09

Pipelayer (Sewer and Water) \$ 33.29

Flagperson and Traffic Control Person \$ 29.47

APPRENTICE RATE 80% (Level 1)

Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise

Health and Welfare	\$ 8.55
Working Dues*(Deducted from the base wage after being taxed)	\$ 1.18-
Vacation Fund*(Deducted from the base wage after being taxed)	\$ 1.85-
Pension	\$ 8.60
Apprenticeship & Training Fund	\$.31
LECET	\$.07

*The Working Dues and Vacation Fund are part of the Base Wages listed above. There is no need to add them in before deducting them at the contribution rate.

**The Vacation Fund will be sent on a separate form from the Minnesota Laborers Fringe Funds and all other fringes will be remitted to Wisconsin Laborers Fringe Funds.



LiUNA!

**LABORERS DISTRICT COUNCIL
MINNESOTA AND NORTH DAKOTA**

Affiliated with Laborers International Union
of North America

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Phone (651) 653-9776 Fax (651) 653-9745

TIM MACKEY
President & Business Manager

**NORTHERN MINNESOTA
ENVIRONMENTAL/ASBESTOS WAGE RATES**

Effective January 1, 2019 – December 31, 2019

Wage Rates - Locals 1091 & 1097

Covering the counties of: Aitkin, Beltrami, Carlton, Clearwater, Cook, Itasca, Kanabec, Kittson, Koochiching, Lake, Lake of the Woods, Mahnommen, Marshall, Mille Lacs, Norman, Pennington, Pine, Polk, Red Lake, Roseau and St. Louis.

Effective January 1, 2019 - Total increase of \$1.60 per hour. Allocated as follows: \$.95 to Wage, \$.10 to VAC., \$.30 to H&W, \$.20 to Pen, and \$.05 to TR/AP.

<u>WAGE</u>	<u>VAC¹</u>	<u>H&W</u>	<u>PEN</u>	<u>TR/AP</u>	<u>LECET</u>	<u>TOTAL</u>	<u>Industry Fund</u>
\$31.78	\$2.95	\$8.15	\$7.88	\$0.37	\$0.08	\$51.21	\$0.15

Hot Removal Worker will receive time and one half (1 ½) for time spent on hot work as defined in Article Eight (8).

Foreman/Supervisor will get \$1.50 per hour over scale when supervising three (3) workers.

January 1, 2020 - Total increase of \$1.60 per hour; allocations to be determined.

All fringes are sent to:

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

¹Vacation 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.

ASBESTOS WAGE RATES

Duluth Laborers' Local #1091

Virginia Laborers' Local #1097

Effective January 1, 2019 through December 31, 2019.

Hours	(Taxable)	(Taxable)	H & W	Pension	Trng/Appr	LECET	TOTAL	Ind Fund*
	B Wage	Vacation						
JRNYWKR	\$ 31.78	\$ 2.95	\$ 8.15	\$ 7.88	\$ 0.37	\$ 0.08	\$ 51.21	\$ 0.15
APPR - L1	\$ 25.42	\$ 2.95	\$ 8.15	\$ 7.88	\$ 0.37	\$ 0.08	\$ 44.85	\$ 0.15
APPR - L2	\$ 27.65	\$ 2.95	\$ 8.15	\$ 7.88	\$ 0.37	\$ 0.08	\$ 47.08	\$ 0.15
APPR - L3	\$ 30.19	\$ 2.95	\$ 8.15	\$ 7.88	\$ 0.37	\$ 0.08	\$ 49.62	\$ 0.15

Hot Removal Worker will receive time and a half for time spent on hot work as defined in Article Eight 8

Foreman will get \$1.50 per hours over scale when supervising four (3) workers.
General Foreman will get \$2.25 over scale.

"All" Fringes are to be sent to

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

Health & Welfare increases are set by the Trustees, as needed,
and will decrease the base wage for the duration of this contract.

COMMERCIAL CLEANING WAGES
May 13, 2019 – April 30, 2020

All Employees performing Final Clean-Up and HVAC Cleaning and Decontamination shall be paid the following wage rates:

May 13, 2019 - Total Increase \$2.00; Allocated as follows: \$.1.00 to RATE, \$.20 to VAC, \$.30 to H&W, \$.45 to PEN, \$.05 to Training

<u>RATE</u>	<u>VAC</u> ¹	<u>H&W</u>	<u>PEN</u>	<u>TRAINING</u>	<u>LECET</u>	<u>FCF</u> ²	<u>TOTAL</u>
\$24.27	\$2.40	\$8.15	\$5.59	\$.37	\$.08	\$.02	\$40.88

Foremen/Leadperson shall receive \$2.50 per hour over Commercial Cleaner rate.

Effective May 1, 2020 - \$2.00 increase per hour, allocations TBD

Effective May 1, 2021 - \$2.00 increase per hour, allocations TBD

Parking. Employees with paid receipts shall be reimbursed up to \$10.00 per day for parking in downtown Minneapolis, downtown St. Paul, the Airport and the University of Minnesota.

All Employees performing removal or disposal of construction materials, scrapping or “Rough Cleaning,” or other Construction Craft Laborer work at the direction of the Employer, shall be paid the following Construction Craft Laborer Wage Rates:

Effective May 1, 2019

<u>RATE</u>	<u>VAC</u> ¹	<u>H&W</u>	<u>PEN</u>	<u>TR/APP</u>	<u>LECET</u>	<u>FCF</u> ²	<u>TOTAL</u>
\$35.41	\$2.50	\$8.15	\$9.42	\$.37	\$.08	\$.02	\$55.95

Foreman \$2.50 above classification employed in.

General Foreman \$2.50 above Foreman wage rate.

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

May 1, 2021 - Total increase \$2.00, allocations TBD

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.

¹Vacation is a taxable wage and shall be paid for all hours worked and at one and one half (1 ½) times when overtime is worked and at two (2) times on Sundays and Holidays.

³Fair Contracting Foundation

LABORERS DISTRICT COUNCIL OF MN & ND

Summary of Settlement
Laborers Commercial Cleaning Agreement
Effective May 13, 2019 – April 30, 2022

WAGE CHANGES

Effective **May 13, 2019** - \$2.00 increase per hour: \$.100 to RATE, \$.20 to VAC, \$.30 to H&W, \$.45 to PEN, \$.05 to Training

<u>RATE</u>	<u>VAC</u> ¹	<u>H&W</u>	<u>PEN</u>	<u>TRAINING</u>	<u>LECET</u>	<u>FCF</u> ²	<u>TOTAL</u>
\$24.27	\$2.40	\$8.15	\$5.59	\$.37	\$.08	\$.02	\$40.88

Effective **May 1, 2020** - \$2.00 increase per hour, allocations TBD

Effective **May 1, 2021** - \$2.00 increase per hour, allocations TBD

Foreman/Leadperson shall receive ~~\$2.00~~ \$2.50 per hour over Commercial Cleaner rate.

Parking. Employees with paid receipts shall be reimbursed up to ~~\$5.00~~ \$10.00 per day for parking in downtown Minneapolis, downtown St. Paul, the MSP Airport and the University of Minnesota. ~~Effective May 1, 2017, the reimbursement shall increase to up to \$8.00.~~

ARTICLE 5

Construction Craft Laborer Work

5.1 Construction Craft Laborer Wage Rate

All Employees performing removal or disposal of construction materials, scrapping or “Rough Cleaning,” or other Construction Craft Laborer work at the direction of the Employer, shall be paid the following Construction Craft Laborer Wage Rates:

Effective May 1, 2019 - Total increase \$2.10 per hour

<u>Class</u>	<u>Rate</u>	<u>Vac</u> ¹	<u>H&W</u>	<u>Pen</u>	<u>Tr/Ap</u>	<u>LECET</u>	<u>FCF</u> ³	<u>Total</u>	<u>CAF</u> ²
1	\$35.41	\$2.50	\$8.15	\$9.42	\$.37	\$.08	\$.02	\$55.95	\$.04

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

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

May 1, 2021 - Total increase **\$2.00**, allocations TBD

May 1, 2020 and May 1, 2021 - wage to increase by \$.25 per hour, each year.

General Foreman \$2.50 above Foreman wage rate.

Parking. Employees with paid receipts or approved documentation shall be reimbursed up to ~~\$5.00~~ \$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. ~~Effective May 1, 2017, the reimbursement shall increase to up to \$8.00.~~

¹Vacation 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.

²Fair Contracting Foundation

Laborers District Council of Minnesota & North Dakota

**National Pipeline Agreement
Wage Rates**

State of Minnesota

Effective 5/1/19 – 4/30/20



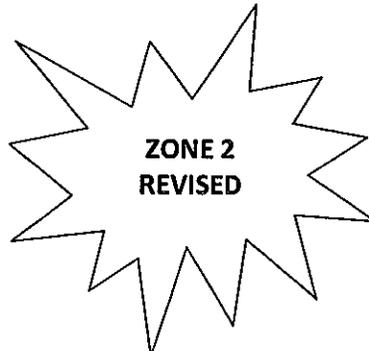
Zone 1

Base Rate	\$35.30
Vacation	2.50*
Health & Welfare	8.15
Pension	8.73
Training / Apprenticeship	.37
Pipeline LECET	.10
Minnesota LECET	.08
LEBPCT	<u>.06</u>
TOTAL	\$52.79

*Vacation is a deduction from the rate.

Jurisdiction

- Local 563: Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington, Wright
- Local 1091: Carlton, Cook, Lake, Pine, and St. Louis (south of T.55N)
- Local 1097: Itasca, St. Louis (north of T.55N)



Zone 2

Base Rate	\$28.28
Vacation	2.65*
Health & Welfare	8.15
Pension	9.11
Training / Apprenticeship	.37
Pipeline LECET	.10
Minnesota LECET	.08
LEBPCT	.06
FCF	<u>.02</u>
TOTAL	\$46.17

*Vacation is a deduction from the rate.

Jurisdiction

- Local 405: Dodge, Faribault, Fillmore, Freeborn, Goodhue, Houston, LeSueur, Meeker, Mower, Olmsted, Rice, Steele, Wabasha, Waseca, Winona
- Local 563: Becker, Benton, Big Stone, Blue Earth, Brown, Cass, Chippewa, Clay, Cottonwood, Crow Wing, Douglas, Grant, Hubbard, Jackson, Kandiyohi, Lac qui Parle, Lincoln, Lyon, Martin, McLeod, Meeker, Morrison, Murray, Nicollet, Nobles, Otter Tail, Pipestone, Pope, Redwood, Renville, Rock, Sibley, Stearns, Stevens, Swift, Todd, Traverse, Wadena, Watonwan, Wilkin, Yellow Medicine
- Local 1091: Aitkin, Kanabec, Mille Lacs
- Local 1097: Beltrami, Clearwater, Kittson, Koochiching, Lake of the Woods, Mahnomen, Marshall, Norman, Pennington, Polk, Red Lake, Roseau

Laborers District Council of Minnesota & North Dakota

**National Pipeline Agreement
Wage Rates**

State of North Dakota

Effective 5/1/19 - 4/30/20



Base Rate	\$28.28
Vacation	2.65*
Health & Welfare	8.15
Pension	8.21
Training	.37
Pipeline LECET	.10
Minnesota LECET	.08
LEBPCT	.06
FCF	<u>.02</u>
Total	\$45.27

*Vacation is a deduction from the rate.

4% Work Assessment (4% of gross) deduct from net.

Jurisdiction

Local Union 563: Covers entire state of North Dakota

**WISCONSIN STATEWIDE NATIONAL PIPELINE RATES
EFFECTIVE JUNE 1, 2019**

	INCREASE	BASE WAGE	HEALTH	PENSION	WORKING DUES	APPRENTICESHIP & TRAINING	WI LECET	TOTAL PACKAGE	PIPELINE LECET**	COLLECTION TRUST**
ALL AREAS	\$ 1.30	\$33.65	\$8.55	\$8.60	*-\$1.18	\$0.31	\$0.07	\$51.18	\$0.10	\$0.06
			\$8.30 Health							
			\$0.25 HRA							
* Working Dues to be deducted from base wage after taxes										
** Pipeline LECET and Collection Trust are contractor contributions, not part of the total package										
Remit All Funds To:										
Laborers-Employers Benefit Plan Collection Trust										
P.O. Box 94433										
Chicago, IL 60690-4433										
Overnight Delivery Address										
Attn: Lockbox Department #94433										
Amalgamated Bank of Chicago										
30 N. LaSalle Street										
Chicago, IL 60602										

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

Effective 6/1/19 – 5/31/20

Minnesota – Zone 1

Wage Rate	\$24.85
Vacation	2.40
Health & Welfare	8.15
Pension	6.73
Training/Apprenticeship	.37
LECET	.08
Total	\$42.58

Jurisdiction

Local 563

Anoka	Ramsey
Carver	Scott
Chisago	Sherburne
Dakota	Washington
Hennepin	Wright
Isanti	

Minnesota – Zone 2

Wage Rate	\$24.57
Vacation	2.30
Health & Welfare	8.15
Pension	6.42
Training/Apprenticeship	.37
LECET	.08
Total	\$41.89

Jurisdiction

<u>Local 1091</u>	<u>Local 1097</u>
Carlton	Itasca
Cook	St. Louis (north of T.55N)
Lake	
Pine	
St. Louis (south of T.55N)	

Minnesota – Zone 3

(Previously Zones 3A & 3B)

Wage Rate	\$23.80
Vacation	2.30
Health & Welfare	8.15
Pension	6.09
Training/Apprenticeship	.37
LECET	.08
Total	\$40.79

Jurisdiction

<u>Local 405</u>	<u>Local 563</u>	<u>Local 1091</u>
Dodge	Benton	Kanabec
Faribault	Blue Earth	Mille Lacs
Fillmore	Brown	
Freeborn	Nicollet	
Goodhue	Stearns	
Houston		
Le Sueur		
Mower		
Olmsted		
Rice		
Steele		
Wabasha		
Waseca		
Winona		

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

Effective 6/1/19 – 5/31/20

Minnesota – Zone 4

Base Rate	\$22.38
Vacation	2.20
Health & Welfare	8.15
Pension	5.30
Training/Apprenticeship	.37
LECET	.08
Total	\$38.48

Jurisdiction

Local 1091

Aitkin

Local 563

Becker
Big Stone
Cass
Chippewa
Clay
Cottonwood
Crow Wing
Douglas
Grant
Hubbard
Jackson
Kandiyohi
Lac qui Parle
Lincoln
Lyon
Martin
McLeod
Meeker

Morrison
Murray
Nobles
Ottertail
Pipestone
Pope
Redwood
Renville
Rock
Sibley
Stevens
Swift
Todd
Traverse
Wadena
Watowan
Wilkin
Yellow Medicine

Local 1097

Beltrami
Clearwater
Kittson
Koochiching
Lake of the Woods
Mahnommen
Marshall
Norman
Pennington
Polk
Red Lake
Roseau

North Dakota*

Wage Rate	\$17.18
Health & Welfare	7.85
Pension	3.49
Training/Apprenticeship	.32
LECET	.08
Total	\$28.92

Jurisdiction

Local 563

Entire state of North Dakota

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

**DISTRIBUTION AGREEMENT (DCA) WAGE RATES
EFFECTIVE JUNE 1, 2019**

GENERAL LABORER CLASSIFICATION										
	INCREASE	BASE WAGE	HEALTH	PENSION	WORKING DUES	VACATION	APPRENTICESHIP & TRAINING	TOTAL PACKAGE	**LMCT-DCA	***LEBPCCT
ZONE 1 Milwaukee, Ozaukee, Washington & Waukesha Counties	\$1.40	\$23.79	\$8.55 \$8.30 health \$0.25 HRA	\$11.95	*-\$1.13	*-\$0.66	\$0.31	\$44.60	\$0.07	\$0.06
ZONE 2 Kenosha & Racine Counties	\$1.37	\$23.54	\$8.55 \$8.30 health \$0.25 HRA	\$11.08	*-\$1.13	*-\$0.66	\$0.31	\$43.48	\$0.07	\$0.06
ZONE 3 Dane County	\$1.33	\$24.69	\$8.55 \$8.30 health \$0.25 HRA	\$8.60	*-\$1.13	\$ -	\$0.31	\$42.15	\$0.07	\$0.06
ZONE 4 Balance of State	\$1.29	\$23.38	\$8.55 \$8.30 health \$0.25 HRA	\$8.60	*-\$1.13	\$ -	\$0.31	\$40.84	\$0.07	\$0.06
Foreman & Leadman: \$1.50 over General Laborer Classification										
Flag Person Rate: 80% of base rate + 100% fringe benefits										
*Minus sign on Vacation/Working Dues indicates amount to be deducted from base rate after tax deduction										
**Labor-Management Cooperation Trust (strictly a contractor contribution, not part of the total package)										
***Laborers-Employers Benefit Plan Collection Trust (strictly a contractor contribution, not part of the total package)										
Remit All Funds to:										
Laborers-Employers Benefit Plan Collection Trust										
P.O. Box 94491										
Chicago, IL 60690-4491										
Overnight Delivery Address										
Attn: Lockbox Department #94491										
Amalgamated Bank of Chicago										
One West Monroe Street										
4th Floor										
Chicago, IL 60603										

