

MINNESOTA HIGHWAY HEAVY APPRENTICE WAGE RATES

Classification 1 Only

Effective May 1, 2025 - April 30, 2026

Apprenticeship Levels 1 - 3

Area	RATE	VAC ¹	MN				TR/AP	LECET	FCF ³	TOTAL	IPF ²
			WWP ⁴	H & W	PEN						
District 1 - Metro Area Journeyworker Rate	\$ 44.00	\$ 3.10	\$ 1.00	\$ 9.90	\$ 11.67	\$ 0.45	\$ 0.10	\$ 0.02	\$ 70.24	\$ 0.06	
Apprenticeship Level 1 - 80% of Class 1	\$ 35.20	\$ 3.10	\$ 0.85	\$ 9.90	\$ 11.67	\$ 0.45	\$ 0.10	\$ 0.02	\$ 61.29	\$ 0.06	
Apprenticeship Level 2 - 87% of Class 2	\$ 38.28	\$ 3.10	\$ 0.85	\$ 9.90	\$ 11.67	\$ 0.45	\$ 0.10	\$ 0.02	\$ 64.37	\$ 0.06	
Apprenticeship Level 3 - 95% of Class 3	\$ 41.80	\$ 3.10	\$ 0.85	\$ 9.90	\$ 11.67	\$ 0.45	\$ 0.10	\$ 0.02	\$ 67.89	\$ 0.06	
District 2A - Duluth Area Journeyworker Rate	\$ 42.58	\$ 3.50	\$ 0.98	\$ 9.90	\$ 11.50	\$ 0.45	\$ 0.10	\$ 0.02	\$ 69.03	\$ 0.06	
Apprenticeship Level 1 - 80% of Class 1	\$ 34.06	\$ 3.50	\$ 0.83	\$ 9.90	\$ 11.50	\$ 0.45	\$ 0.10	\$ 0.02	\$ 60.37	\$ 0.06	
Apprenticeship Level 2 - 87% of Class 2	\$ 37.04	\$ 3.50	\$ 0.83	\$ 9.90	\$ 11.50	\$ 0.45	\$ 0.10	\$ 0.02	\$ 63.35	\$ 0.06	
Apprenticeship Level 3 - 95% of Class 3	\$ 40.45	\$ 3.50	\$ 0.83	\$ 9.90	\$ 11.50	\$ 0.45	\$ 0.10	\$ 0.02	\$ 66.75	\$ 0.06	
District 2B - Virginia Area Journeyworker Rate	\$ 40.81	\$ 4.28	\$ 0.96	\$ 9.90	\$ 12.49	\$ 0.45	\$ 0.10	\$ 0.02	\$ 69.01	\$ 0.06	
Apprenticeship Level 1 - 80% of Class 1	\$ 32.65	\$ 4.28	\$ 0.82	\$ 9.90	\$ 12.49	\$ 0.45	\$ 0.10	\$ 0.02	\$ 60.70	\$ 0.06	
Apprenticeship Level 2 - 87% of Class 2	\$ 35.50	\$ 4.28	\$ 0.82	\$ 9.90	\$ 12.49	\$ 0.45	\$ 0.10	\$ 0.02	\$ 63.56	\$ 0.06	
Apprenticeship Level 3 - 95% of Class 3	\$ 38.77	\$ 4.28	\$ 0.82	\$ 9.90	\$ 12.49	\$ 0.45	\$ 0.10	\$ 0.02	\$ 66.83	\$ 0.06	
District 3 - SE / SW MN Area Journeyworker Rate	\$ 39.01	\$ 3.10	\$ 0.89	\$ 9.90	\$ 11.67	\$ 0.45	\$ 0.10	\$ 0.02	\$ 65.14	\$ 0.06	
Apprenticeship Level 1 - 80% of Class 1	\$ 31.21	\$ 3.10	\$ 0.76	\$ 9.90	\$ 11.67	\$ 0.45	\$ 0.10	\$ 0.02	\$ 57.20	\$ 0.06	
Apprenticeship Level 2 - 87% of Class 2	\$ 33.94	\$ 3.10	\$ 0.76	\$ 9.90	\$ 11.67	\$ 0.45	\$ 0.10	\$ 0.02	\$ 59.94	\$ 0.06	
Apprenticeship Level 3 - 95% of Class 3	\$ 37.06	\$ 3.10	\$ 0.76	\$ 9.90	\$ 11.67	\$ 0.45	\$ 0.10	\$ 0.02	\$ 63.06	\$ 0.06	
District 4 - Western Area Journeyworker Rate	\$ 34.50	\$ 3.10	\$ 0.79	\$ 9.90	\$ 10.02	\$ 0.45	\$ 0.10	\$ 0.02	\$ 58.88	\$ 0.06	
Apprenticeship Level 1 - 80% of Class 1	\$ 27.60	\$ 3.10	\$ 0.67	\$ 9.90	\$ 10.02	\$ 0.45	\$ 0.10	\$ 0.02	\$ 51.86	\$ 0.06	
Apprenticeship Level 2 - 87% of Class 2	\$ 30.02	\$ 3.10	\$ 0.67	\$ 9.90	\$ 10.02	\$ 0.45	\$ 0.10	\$ 0.02	\$ 54.28	\$ 0.06	
Apprenticeship Level 3 - 95% of Class 3	\$ 32.78	\$ 3.10	\$ 0.67	\$ 9.90	\$ 10.02	\$ 0.45	\$ 0.10	\$ 0.02	\$ 57.04	\$ 0.06	

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

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.

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