

**COMMERCIAL CLEANING AGREEMENT
 WAGE RATES
 May 1, 2025 – April 30, 2026**

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

Effective May 1, 2025*

\$2.00 per hour increase + \$0.37 to Minnesota Worker Wellness Program = \$2.37 Total Increase

Allocated as follows: \$1.12 to RATE, \$0.10 to VAC, \$0.37 to WWP, \$0.25 to H&W, \$0.50 to PENS, and \$0.03 to TR/AP

RATE	VAC ¹	MN WWP ³	H&W	PEN	TR/AP	LECET	FCF ²	TOTAL	CEA ⁵
\$31.72	\$3.10	\$0.75	\$9.90	\$8.34	\$0.45	\$0.10	\$0.02	\$54.38	\$0.02

May 1, 2026 - Total increase \$2.25 per hour, allocations TBD

May 1, 2027 - Total increase \$2.50 per hour, allocations TBD

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

May 1, 2026 – Total increase of \$2.75 per hour, allocations TBD.

May 1, 2027 - Total increase of \$3.00 per hour, 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. **Parking increase May 1, 2027, from \$10.00 to \$13.00 per day.**

Construction Craft Laborer - 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, 2025*

RATE	VAC ¹	MN WWP ³	H&W	PEN	TR/APP	LECET	FCF ²	BSC ⁴	TOTAL	CEA ⁵
\$45.00	\$3.10	\$1.00	\$9.90	\$11.67	\$0.45	\$0.10	\$0.02	\$0.02	\$71.26	\$0.02

Foreman \$3.50 above classification employed in.

General Foreman \$3.00 above Foreman wage rate.

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. **Increase in year 2 (2026) \$12 and \$13 in year 3 (2027).**

****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.***

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. (Article 15)

³Minnesota 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. (Article 14)

⁴Building Strong Communities.

⁵The Minnesota Construction Employers Alliance is not part of the total package and is voluntary. (Schedule 16)