

LOCAL 563
ST. CLOUD AREA BUILDERS WAGE RATES
May 1, 2025 – April 30, 2026

St. Cloud/Brainerd/Willmar Area: Benton, Cass, Clay, Crow Wing, Douglas, Hubbard, Kandiyohi, Meeker, Morrison, Pope, Stearns, Todd, and Wadena Counties.

Effective May 1, 2025* – Total increase \$2.50 per hour + \$0.44 per hour increase to Worker Wellness Program
Allocated as follows: \$1.61 to Rate; \$0.10 to Vac; \$0.44 to WWP; \$0.25 to H&W; \$0.50 to PEN; \$0.03 to TR/APP and \$0.02 to BSC

Class	Rate	VAC ¹	WWP ⁴	H&W	PEN	TR/APP	LECET	FCF ²	BSC ⁵	TOTAL	CAF ³
1	\$39.27	\$3.10	\$0.88	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$65.14	\$0.06
2	\$40.02	\$3.10	\$0.88	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$65.89	\$0.06
3	\$40.27	\$3.10	\$0.88	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$66.14	\$0.06
4	\$37.29	\$3.10	\$0.88	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$63.16	\$0.06

May 1, 2026 - Total increase \$3.00 per hour, allocations TBD – Eliminate Fergus Falls Area Wage Schedule (below) & merge all those counties into St Cloud/Brainerd/Willmar Area Wage Schedule (above)

May 1, 2027 - Total increase \$2.45 per hour, allocations TBD

Foreman: \$3.50 over classification scale in which employed.

General Foreman: \$3.00 over Foreman scale. (May 1, 2025 - \$0.50 increase from \$2.50)

Fergus Falls Area: Becker, Big Stone, Chippewa, Grant, Otter Tail, Stevens, Swift, Traverse, and Wilkin Counties

Effective May 1, 2025* – Total increase \$2.50 per hour + \$0.42 per hour increase to Worker Wellness Program
Allocated as follows: \$1.61 to Rate; \$0.10 to Vac; \$0.42 to WWP; \$0.25 to H&W; \$0.50 to PEN; \$0.03 to TR/APP and \$0.02 to BSC

Class	Rate	VAC ¹	WWP ⁴	H&W	PEN	TR/APP	LECET	FCF ²	BSC ⁵	TOTAL	CAF ³
1	\$37.67	\$3.10	\$0.84	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$63.50	\$0.06
2	\$38.42	\$3.10	\$0.84	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$64.25	\$0.06
3	\$38.67	\$3.10	\$0.84	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$64.50	\$0.06
4	\$35.69	\$3.10	\$0.84	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$61.52	\$0.06

May 1, 2026 – Eliminate Fergus Falls Area Wage Schedule – merge all counties into St Cloud/Brainerd/Willmar Area Wage Schedule

Foreman: \$3.50 over classification scale in which employed.

General Foreman: \$3.00 over Foreman scale. (May 1, 2025 - \$0.50 increase from \$2.50)

*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 (see Schedule 14)

³Contract Administration Fund is not part of the total package and is voluntary. (see Schedule 17)

⁴Minnesota 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.

⁵Building Strong Communities. See Schedule 18.

LOCAL 563 - ST CLOUD AREA
BUILDERS AGREEMENT APPRENTICE WAGE RATES
Classification 1 Only
Effective May 1, 2025 - April 30, 2026
Apprenticeship Levels 1 - 3

St Cloud/Brainerd/Willmar Area	RATE	VAC¹	MN WWP⁴	H&W	PEN	TR/APP	LECET	FCF²	BSC⁵	TOTAL	CAF³
Journey Laborers	\$39.27	\$3.10	\$0.88	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$65.14	\$0.06
Apprenticeship Level 1 - 80% of Class 1	\$31.42	\$3.10	\$0.75	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$57.16	\$0.06
Apprenticeship Level 2 - 87% of Class 2	\$34.16	\$3.10	\$0.75	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$59.90	\$0.06
Apprenticeship Level 3 - 95% of Class 3	\$37.31	\$3.10	\$0.75	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$63.05	\$0.06

Fergus Falls Area	RATE	VAC¹	MN WWP⁴	H&W	PEN	TR/APP	LECET	FCF²	BSC⁵	TOTAL	CAF³
Journey Laborers	\$37.67	\$3.10	\$0.84	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$63.50	\$0.06
Apprenticeship Level 1 - 80% of Class 1	\$30.14	\$3.10	\$0.71	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$55.84	\$0.06
Apprenticeship Level 2 - 87% of Class 2	\$32.77	\$3.10	\$0.71	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$58.47	\$0.06
Apprenticeship Level 3 - 95% of Class 3	\$35.79	\$3.10	\$0.71	\$9.90	\$11.40	\$0.45	\$0.10	\$0.02	\$0.02	\$61.49	\$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) times when overtime is worked and at two (2) times on Sundays and Holidays.

²Fair Contracting Foundation (see Schedule 14)

³Contract Administration Fund is not part of the total package and is voluntary (see Schedule 17)

⁴Minnesota 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 22)

⁵Buiding Strong Communities (see Schedule 18)