

**LOCAL 405**  
**SOUTHEASTERN BUILDING WAGE RATES**  
**May 1, 2025 – April 30, 2026**

Dodge, Faribault, Fillmore, Freeborn, Houston, Le Sueur, Mower, Olmsted, Steele, Rice, Wabasha, Waseca and Winona Counties, and Goodhue County south of CSAH 9, including the city limits of Lake City

**Effective May 1, 2025\***

\$3.00 per hour increase + \$0.41 to MN Worker Wellness Program = **\$3.41 Total Increase**

Allocated as follows: \$2.00 to Rate, \$0.21 to VAC, \$0.41 to WWP; \$0.25 to H&W; \$0.50 to PEN; \$0.03 to TR/APP and \$0.02 to BSC

Class	Rate	VAC <sup>1</sup>	WWP <sup>4</sup>	H&W	PEN	TR/APP	LECET	FCF <sup>3</sup>	BSC <sup>5</sup>	TOTAL	CAF <sup>2</sup>
1	\$36.50	\$3.14	\$0.81	\$9.90	\$11.25	\$0.45	\$0.10	\$0.02	\$0.02	\$62.19	\$0.06
2	\$37.20	\$3.14	\$0.81	\$9.90	\$11.25	\$0.45	\$0.10	\$0.02	\$0.02	\$62.89	\$0.06
3	\$34.62	\$3.14	\$0.81	\$9.90	\$11.25	\$0.45	\$0.10	\$0.02	\$0.02	\$60.31	\$0.06

**Mason Tender - \$1.75 above Classification 1 rate**

Class	Rate	VAC <sup>1</sup>	WWP <sup>4</sup>	H&W	PEN	TR/APP	LECET	FCF <sup>3</sup>	BSC <sup>5</sup>	TOTAL	CAF <sup>2</sup>
1	\$38.25	\$3.14	\$0.81	\$9.90	\$11.25	\$0.45	\$0.10	\$0.02	\$0.02	\$63.94	\$0.06

**May 1, 2026** – Total Increase \$4.25 per hour – allocations TBD

**May 1, 2027** – Total Increase \$4.00 per hour – allocations TBD

**Foreman** \$2.00 above classification employed in.

**General Foreman** \$2.25 per hour over Foreman rate.

\*The Union shall allocate negotiated increases prior to their effective date. Increases shall be as follows: (a) if the effective date falls on a Sunday through Wednesday, then the increase will become effective on the Monday of that week; (b) if the effective date falls on a Thursday through Saturday, then the increase will become effective on the Monday of the following week.

<sup>1</sup>Vacation 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.

<sup>2</sup>Contract Administration Fund is not part of the total package and is voluntary.

<sup>3</sup>Fair Contracting Foundation (see Schedule 18)

<sup>4</sup>Minnesota 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 21)

<sup>5</sup>Building Strong Communities (see Schedule 18)