

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 ¹	WWP ⁴	H&W	PEN	TR/APP	LECET	FCF ³	BSC ⁵	TOTAL	CAF ²
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 ¹	WWP ⁴	H&W	PEN	TR/APP	LECET	FCF ³	BSC ⁵	TOTAL	CAF ²
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.

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.

²Contract Administration Fund is not part of the total package and is voluntary.

³Fair Contracting Foundation (see Schedule 18)

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 21)

⁵Building Strong Communities (see Schedule 18)