

**LANDSCAPE AND EROSION CONTROL
WAGE RATES
May 1, 2024 – April 30, 2025**

Effective May 1, 2024

\$2.50 per hour increase + \$0.37 to Minnesota Worker Wellness Program = \$2.87 Total Increase

Allocated as follows: \$1.75 to RATE, \$0.25 to VAC, \$0.37 to WWP, \$0.25 to H&W, \$0.25 to PENSION

	RATE	VAC*	MN WWP ³	H&W	PEN	TR/AP	FCF	TOTAL
Journeyworker	\$30.04	\$3.00	\$0.37	\$9.65	\$8.09	\$0.42	\$0.02	\$51.59
Apprentice	RATE	VAC*	MN WWP³	H&W	PEN	TR/AP	FCF	TOTAL
Level 1 – 80% of Journeyworker	\$24.03	\$3.00	\$0.31	\$9.65	\$8.09	\$0.42	\$0.02	\$45.52
Level 2 – 87% of Journeyworker	\$26.13	\$3.00	\$0.31	\$9.65	\$8.09	\$0.42	\$0.02	\$47.62
Level 3 – 95% of Journeyworker	\$28.54	\$3.00	\$0.31	\$9.65	\$8.09	\$0.42	\$0.02	\$50.03

Apprentice wages start at 80% of the Journeyworker Rate

Apprentice

Level	Wage	Work Hours	Training Hours
1	80%	0 - 1500	0 - 100
2	87%	1501 - 3000	101 - 200
3	95%	3001 - 4000	201 - 288

***Vacation is a taxable wage and shall be paid for all hours worked.**

³Minnesota 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.

All Employees performing **Structural Landscape and Related Work** shall be paid the following wage rates **effective May 1, 2024.**

AREA	RATE	VAC ¹	MN WWP ³	H&W	PEN	TR/AP	LECET	FCF	TOTAL	IPF ²
District 1 - Metro Area	\$41.63	\$3.00	\$0.50	\$9.65	\$11.17	\$0.42	\$0.10	\$0.02	\$66.49	\$0.06
District 2A - Duluth Area	\$40.26	\$3.35	\$0.49	\$9.65	\$11.00	\$0.42	\$0.10	\$0.02	\$65.29	\$0.06
District 2B - Virginia Area	\$38.44	\$4.18	\$0.48	\$9.65	\$11.99	\$0.42	\$0.10	\$0.02	\$65.28	\$0.06
District 3 - Central SE & SW Area	\$36.64	\$3.00	\$0.44	\$9.65	\$11.17	\$0.42	\$0.10	\$0.02	\$61.44	\$0.06
District 4 - Western Area	\$32.23	\$2.90	\$0.39	\$9.65	\$9.52	\$0.42	\$0.10	\$0.02	\$55.23	\$0.06

Structural Landscape and Related Work only:

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 and at two (2) times on Sundays and Holidays.

²AGC of Minnesota Infrastructure Promotion Fund is not part of the total package and is voluntary.

³Minnesota 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.

MINNESOTA LANDSCAPE AND EROSION CONTROL WAGE RATES

Effective May 1, 2024 - April 30, 2025

LANDSCAPE LABORER

Division/Location	RATE	VAC*	MN WWP ³	H&W	PEN	TR/AP	FCF	TOTAL
Plantings Landscape Laborer - Journeyworker	\$30.04	\$3.00	\$0.37	\$9.65	\$8.09	\$0.42	\$0.02	\$51.59
Apprentice Level 1 - 80% of Journeyworker	\$24.03	\$3.00	\$0.31	\$9.65	\$8.09	\$0.42	\$0.02	\$45.52
Apprentice Level 2 - 87% of Journeyworker	\$26.13	\$3.00	\$0.31	\$9.65	\$8.09	\$0.42	\$0.02	\$47.62
Apprentice Level 3 - 95% of Journeyworker	\$28.54	\$3.00	\$0.31	\$9.65	\$8.09	\$0.42	\$0.02	\$50.03

*Vacation is a taxable wage and shall be paid for all hours worked.

³ Minnesota 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.

STRUCTURAL LANDSCAPE AND RELATED WORK

Division/Location	RATE	VAC ¹	MN WWP ³	H&W	PEN	TR/AP	LECET	FCF	TOTAL	IPF ²
Structural Landscape and Related Work (Dist. 1 - Metro Area)	\$41.63	\$3.00	\$0.50	\$9.65	\$11.17	\$0.42	\$0.10	\$0.02	\$66.49	\$0.06
Apprentice Level 1 - 80% of Class 1	\$33.30	\$3.00	\$0.43	\$9.65	\$11.17	\$0.42	\$0.10	\$0.02	\$58.09	\$0.06
Apprentice Level 2 - 87% of Class 1	\$36.22	\$3.00	\$0.43	\$9.65	\$11.17	\$0.42	\$0.10	\$0.02	\$61.01	\$0.06
Apprentice Level 3 - 95% of Class 1	\$39.55	\$3.00	\$0.43	\$9.65	\$11.17	\$0.42	\$0.10	\$0.02	\$64.34	\$0.06
Structural Landscape and Related Work (Dist. 2A - Duluth Area)	\$40.26	\$3.35	\$0.49	\$9.65	\$11.00	\$0.42	\$0.10	\$0.02	\$65.29	\$0.06
Apprentice Level 1 - 80% of Class 1	\$32.21	\$3.35	\$0.42	\$9.65	\$11.00	\$0.42	\$0.10	\$0.02	\$57.17	\$0.06
Apprentice Level 2 - 87% of Class 1	\$35.03	\$3.35	\$0.42	\$9.65	\$11.00	\$0.42	\$0.10	\$0.02	\$59.99	\$0.06
Apprentice Level 3 - 95% of Class 1	\$38.25	\$3.35	\$0.42	\$9.65	\$11.00	\$0.42	\$0.10	\$0.02	\$63.21	\$0.06
Structural Landscape and Related Work (Dist. 2B - Virginia Area)	\$38.44	\$4.18	\$0.48	\$9.65	\$11.99	\$0.42	\$0.10	\$0.02	\$65.28	\$0.06
Apprentice Level 1 - 80% of Class 1	\$30.75	\$4.18	\$0.41	\$9.65	\$11.99	\$0.42	\$0.10	\$0.02	\$57.52	\$0.06
Apprentice Level 2 - 87% of Class 1	\$33.44	\$4.18	\$0.41	\$9.65	\$11.99	\$0.42	\$0.10	\$0.02	\$60.21	\$0.06
Apprentice Level 3 - 95% of Class 1	\$36.52	\$4.18	\$0.41	\$9.65	\$11.99	\$0.42	\$0.10	\$0.02	\$63.29	\$0.06
Structural Landscape and Related Work (Dist. 3 - Central / SE / SW Minnesota Area)	\$36.64	\$3.00	\$0.44	\$9.65	\$11.17	\$0.42	\$0.10	\$0.02	\$61.44	\$0.06
Apprentice Level 1 - 80% of Class 1	\$29.31	\$3.00	\$0.38	\$9.65	\$11.17	\$0.42	\$0.10	\$0.02	\$54.05	\$0.06
Apprentice Level 2 - 87% of Class 1	\$31.88	\$3.00	\$0.38	\$9.65	\$11.17	\$0.42	\$0.10	\$0.02	\$56.62	\$0.06
Apprentice Level 3 - 95% of Class 1	\$34.81	\$3.00	\$0.38	\$9.65	\$11.17	\$0.42	\$0.10	\$0.02	\$59.55	\$0.06
Structural Landscape and Related Work (Dist. 4 - Western Area)	\$32.23	\$2.90	\$0.39	\$9.65	\$9.52	\$0.42	\$0.10	\$0.02	\$55.23	\$0.06
Apprentice Level 1 - 80% of Class 1	\$25.78	\$2.90	\$0.33	\$9.65	\$9.52	\$0.42	\$0.10	\$0.02	\$48.72	\$0.06
Apprentice Level 2 - 87% of Class 1	\$28.04	\$2.90	\$0.33	\$9.65	\$9.52	\$0.42	\$0.10	\$0.02	\$50.98	\$0.06
Apprentice Level 3 - 95% of Class 1	\$30.62	\$2.90	\$0.33	\$9.65	\$9.52	\$0.42	\$0.10	\$0.02	\$53.56	\$0.06

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Apprenticeship wages start at 80% of Journeyworker Classification 1 in the District in which the work is being performed.

Apprentice Level	Wage	Work Hours	Training Hours
1	80%	0 - 1500	0 - 100
2	87%	1501 - 3000	101 - 200
3	95%	3001 - 4000	201 - 288