

**LANDSCAPE AND EROSION CONTROL  
WAGE RATES**

**May 1, 2025 – April 30, 2026**

**Effective May 1, 2025**

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

Allocated as follows: \$1.62 to RATE, \$0.10 to VAC, \$0.37 to WWP, \$0.25 to H&W, \$0.50 to PENSION, \$0.03 to TR/APP

	<b>RATE</b>	<b>VAC*</b>	<b>MN WWP<sup>3</sup></b>	<b>H&amp;W</b>	<b>PEN</b>	<b>TR/AP</b>	<b>FCF</b>	<b>TOTAL</b>
<b>Journeyworker</b>	\$31.66	\$3.10	\$0.74	\$9.90	\$8.59	\$0.45	\$0.02	\$54.46
<b>Apprentice</b>	<b>RATE</b>	<b>VAC*</b>	<b>MN WWP<sup>3</sup></b>	<b>H&amp;W</b>	<b>PEN</b>	<b>TR/AP</b>	<b>FCF</b>	<b>TOTAL</b>
Level 1 – 80% of Journeyworker	\$25.33	\$3.10	\$0.63	\$9.90	\$8.59	\$0.45	\$0.02	\$48.02
Level 2 – 87% of Journeyworker	\$27.54	\$3.10	\$0.63	\$9.90	\$8.59	\$0.45	\$0.02	\$50.23
Level 3 – 95% of Journeyworker	\$30.08	\$3.10	\$0.63	\$9.90	\$8.59	\$0.45	\$0.02	\$52.77

Apprentice wages start at 80% of the Journeyworker Rate

**Apprentice**

<b>Level</b>	<b>Wage</b>	<b>Work Hours</b>	<b>Training Hours</b>
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.**

<sup>3</sup>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.

All Employees performing **Structural Landscape and Related Work** shall be paid the following wage rates **effective May 1, 2025.**

<b>AREA</b>	<b>RATE</b>	<b>VAC<sup>1</sup></b>	<b>MN WWP<sup>3</sup></b>	<b>H&amp;W</b>	<b>PEN</b>	<b>TR/AP</b>	<b>LECET</b>	<b>FCF</b>	<b>TOTAL</b>	<b>IPF<sup>2</sup></b>
District 1 - Metro Area	\$44.00	\$3.10	\$1.00	\$9.90	\$11.67	\$0.45	\$0.10	\$0.02	\$70.24	\$0.06
District 2A - Duluth Area	\$42.58	\$3.50	\$0.98	\$9.90	\$11.50	\$0.45	\$0.10	\$0.02	\$69.03	\$0.06
District 2B - Virginia Area	\$40.81	\$4.28	\$0.96	\$9.90	\$12.49	\$0.45	\$0.10	\$0.02	\$69.01	\$0.06
District 3 - Central SE & SW Area	\$39.01	\$3.10	\$0.89	\$9.90	\$11.67	\$0.45	\$0.10	\$0.02	\$65.14	\$0.06
District 4 - Western Area	\$34.50	\$3.10	\$0.79	\$9.90	\$10.02	\$0.45	\$0.10	\$0.02	\$58.88	\$0.06

**Structural Landscape and Related Work only:**

<sup>1</sup>Vacation 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.

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

<sup>3</sup>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.