

RATES FOR THE:

BUILDERS AGREEMENT – MINNESOTA

WAGES EFFECTIVE MAY 5, 2025 - ZONE 1

Group	Wages	2% Gross Wage Excluding Fringe	H&W	Pension	Apprenticeship Training	Defined Contribution	Total
1	\$52.39	*	\$14.30	\$12.05	\$0.80	\$2.25	\$81.79
2	\$51.99	*	\$14.30	\$12.05	\$0.80	\$2.25	\$81.39
3	\$50.34	*	\$14.30	\$12.05	\$0.80	\$2.25	\$79.74
4	\$49.95	*	\$14.30	\$12.05	\$0.80	\$2.25	\$79.35
5	\$47.25	*	\$14.30	\$12.05	\$0.80	\$2.25	\$76.65
6	\$45.50	*	\$14.30	\$12.05	\$0.80	\$2.25	\$74.90
7	\$44.18	*	\$14.30	\$12.05	\$0.80	\$2.25	\$73.58
8	\$41.83	*	\$14.30	\$12.05	\$0.80	\$2.25	\$71.23

Employer Paid Contribution Per Hour: CILEC \$.02/hr, FCF \$.02/hr, and voluntary C.A.F. \$.06/hr.
The wages above reflect \$.01/hr deductions for Employee contributions to CILEC and FCF which
are paid by the Employer on behalf of the Employee.

WAGES EFFECTIVE MAY 5, 2025 - ZONE 2

Group	Wages	2% Gross Wage Excluding Fringe	H&W	Pension	Apprenticeship Training	Defined Contribution	Total
1	\$50.17	*	\$14.26	\$12.05	\$0.80	\$2.25	\$79.53
2	\$49.80	*	\$14.26	\$12.05	\$0.80	\$2.25	\$79.16
3	\$48.23	*	\$14.26	\$12.05	\$0.80	\$2.25	\$77.59
4	\$47.87	*	\$14.26	\$12.05	\$0.80	\$2.25	\$77.23
5	\$45.21	*	\$14.26	\$12.05	\$0.80	\$2.25	\$74.57
6	\$43.55	*	\$14.26	\$12.05	\$0.80	\$2.25	\$72.91
7	\$42.29	*	\$14.26	\$12.05	\$0.80	\$2.25	\$71.65
8	\$40.08	*	\$14.26	\$12.05	\$0.80	\$2.25	\$69.44

Employer Paid Contribution Per Hour: CILEC \$.02/hr, FCF \$.02/hr, and voluntary C.A.F. \$.06/hr.
The wages above reflect \$.01/hr deductions for Employee contributions to CILEC and FCF which
are paid by the Employer on behalf of the Employee.

Allocation Breakdown:

\$.25 Apprenticeship/Training Fund

\$.75 Health & Welfare Fund

\$.75 Pension Fund

\$.25 Defined Contribution Plan

Remaining of 2025 increase to wages