

Northern Midwest Regional Council of Carpenters

And

Associated General Contractors of Minnesota

Minnesota Statewide Highway Heavy Agreement

May 1, 2026 through April 30, 2030

1. Language Changes

- a. Update the Agreement to reflect the Northern Midwest Regional Council of Carpenters.
- b. Current “Show Up Pay” language states that employers do not have to pay the 2 hours show up pay if an “Acts of God” such as weather or material delivery delays prevent work. In the new agreement, we deleted the Acts of God clause so that members will receive the show up pay unless the employer notifies them at least two hours before start time. Members need to have correct phone number on file with the employer and members are responsible if they miss the call or text. Members will also be paid for any time they are required to wait on site for work to start or resume due to a weather disruption.
- c. Increase break time from 10 minutes to 15 minutes.
- d. Over the four years of this agreement, increase outstate Minnesota carpenter rates to the metro rate, establishing one statewide Piledriver/Carpenter rate.
- e. Add North Dakota and South Dakota into the agreement making it a three state agreement with mobility of the membership to work within the three states.
- f. Incorporate a Diving Addendum into the Agreement so that members doing dive work are paid a higher premium for that work.
- g. Create a labor management cooperation trust fund with a goal of 5 cents from labor and 5 cents from employers to promote the union industry on 5/1/27.
- h. Incorporate existing agreements for contributions to Worker Wellness Program (WWP) in lieu of participating in Minnesota’s Earned Sick and Safe Time law. This means that the \$1.00 per hour for journeymen and \$0.85 per hour for apprentices to WWP will continue. Minnesota’s Paid Family Medical Leave law is also incorporated into the Agreement so it is clear that members can use Paid Family leave under the law that took effect Jan. 1, 2026.

2. Economics

- a. 4 year agreement
 - i. 5/1/26: \$3.50

ii. 5/1/27: \$3.50

iii. 5/1/28: \$3.50

iv. 5/1/29: \$3.50

- b. 5/1/26: Foremen premium at 8% over gross wage, Crew Lead premium at 4% over gross wage. With foremen premiums changed to percentages, foremen and crew lead raises will be automatic yearly.