

MN HIGHWAY & HEAVY WAGES EFFECTIVE MAY 3, 2027

EASTERN METROPOLITAN ZONE-(ZONE 1) -See Wage District Map-

Group	Wages	H&W	Pension	Defined Contribution	Training	=	Total Package	Total Employer Paid
1	\$51.74	\$16.80	\$12.80	\$2.85	\$1.05	=	\$85.24	\$85.34
2	\$49.86	\$16.80	\$12.80	\$2.85	\$1.05	=	\$83.36	\$83.46
3	\$49.18	\$16.80	\$12.80	\$2.85	\$1.05	=	\$82.68	\$82.78
4	\$48.78	\$16.80	\$12.80	\$2.85	\$1.05	=	\$82.28	\$82.38
5	\$45.00	\$16.80	\$12.80	\$2.85	\$1.05	=	\$78.50	\$78.60
6	\$43.48	\$16.80	\$12.80	\$2.85	\$1.05	=	\$76.98	\$77.08

Included in Total Employer Paid: ILIC \$.02, BSC \$.01, MHA \$.01, IPF \$.06

***Admin Dues: 2% of Gross Wages Excluding Fringes plus \$.04/hr. (ESEPP)**

REMAINDER OF EASTERN ZONE-(ZONE 2) -See Wage District Map-

Group	Wages	H&W	Pension	Defined Contribution	Training	=	Total Package	Total Employer Paid
1	\$48.33	\$16.74	\$12.80	\$2.85	\$1.05	=	\$81.77	\$81.87
2	\$46.47	\$16.74	\$12.80	\$2.85	\$1.05	=	\$79.91	\$80.01
3	\$45.88	\$16.74	\$12.80	\$2.85	\$1.05	=	\$79.32	\$79.42
4	\$45.51	\$16.74	\$12.80	\$2.85	\$1.05	=	\$78.95	\$79.05
5	\$42.29	\$16.74	\$12.80	\$2.85	\$1.05	=	\$75.73	\$75.83
6	\$41.22	\$16.74	\$12.80	\$2.85	\$1.05	=	\$74.66	\$74.76

Included in Total Employer Paid: ILIC \$.02, BSC \$.01, MHA \$.01, IPF \$.06

***Admin Dues: 2% of Gross Wages Excluding Fringes plus \$.04/hr. (ESEPP)**

WESTERN ZONE-(ZONE 3) - See Wage District Map-

Group	Wages	H&W	Pension	Defined Contribution	Training	=	Total Package	Total Employer Paid
1	\$39.52	\$16.57	\$12.80	\$2.85	\$1.05	=	\$72.79	\$72.89
2	\$37.65	\$16.57	\$12.80	\$2.85	\$1.05	=	\$70.92	\$71.02
3	\$36.48	\$16.57	\$12.80	\$2.85	\$1.05	=	\$69.75	\$69.85
4	\$36.09	\$16.57	\$12.80	\$2.85	\$1.05	=	\$69.36	\$69.46
5	\$33.96	\$16.57	\$12.80	\$2.85	\$1.05	=	\$67.23	\$67.33
6	\$33.21	\$16.57	\$12.80	\$2.85	\$1.05	=	\$66.48	\$66.58

Included in Total Employer Paid: ILIC \$.02, BSC \$.01, MHA \$.01, IPF \$.06

***Admin Dues: 2% of Gross Wages Excluding Fringes plus \$.04/hr. (ESEPP)**

Breakdown

\$1.25 Health and Welfare
\$.50 Pension
\$.50 Defined Contribution

Remainder of 2027 increase to wages

Industry Contributions

ILIC – Industry Legislative Initiatives Committee
BSC – Building Strong Communities
MHA – MN Construction Mental Health Alliance
IPF – Infrastructure Promotion Fund
(employer contribution only)
ESEPP – Engineer Standards and Enforcement
Protection Program