



Building Trades 101

MINNESOTA STATE BUILDING AND CONSTRUCTION TRADES COUNCIL

HARRY MELANDER, President • CRAIG OLSON, Secretary Treasurer • JESSICA LOOMAN, Executive Director

Minnesota Context



- **2.6 M** workers in Minnesota
- **161,000** employers
- **95%+** of MN Employers have less than 50 employees.
- **122,000** commercial/industrial and specialty construction workers
- **80%** of construction employers have less than 25 employees
- **100,000** licensed construction professionals and businesses in Minnesota

Minnesota Building Trades



State Building Trades Council Priorities

- Growing Minnesota Jobs that Support Minnesota Communities
- Investment in Transportation, Energy, Water, and Building Infrastructure
- Ensuring Prevailing Wages and Workplace Safety
- Developing Minnesota's Current and Future Construction Workforce
- Supporting Diversity and Inclusion in the Construction Industry

Minnesota Building Trades



- Boilermakers
- Bricklayers
- Carpenters
- Cement Masons
- Electricians
- Elevator Constructors
- Insulators
- Iron Workers
- Laborers
- Operating Engineers
- Painters
- Pipefitters
- Plumbers
- Roofers
- Sheetmetal Workers
- Sprinkler Fitters
- Teamsters

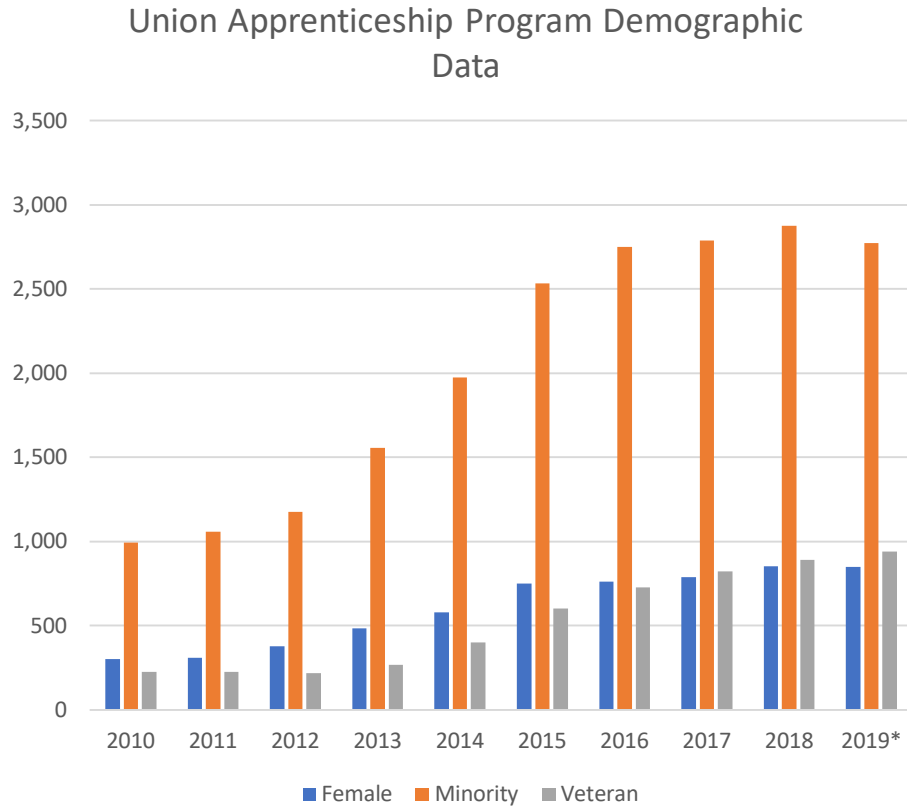
Minnesota Building Trades Membership



70,000
members in
Minnesota

- 17 construction trades
- 48 affiliated local unions
- 9 regional councils
- 54 privately funded training programs
- 10,000 registered apprentices

Demographics Information



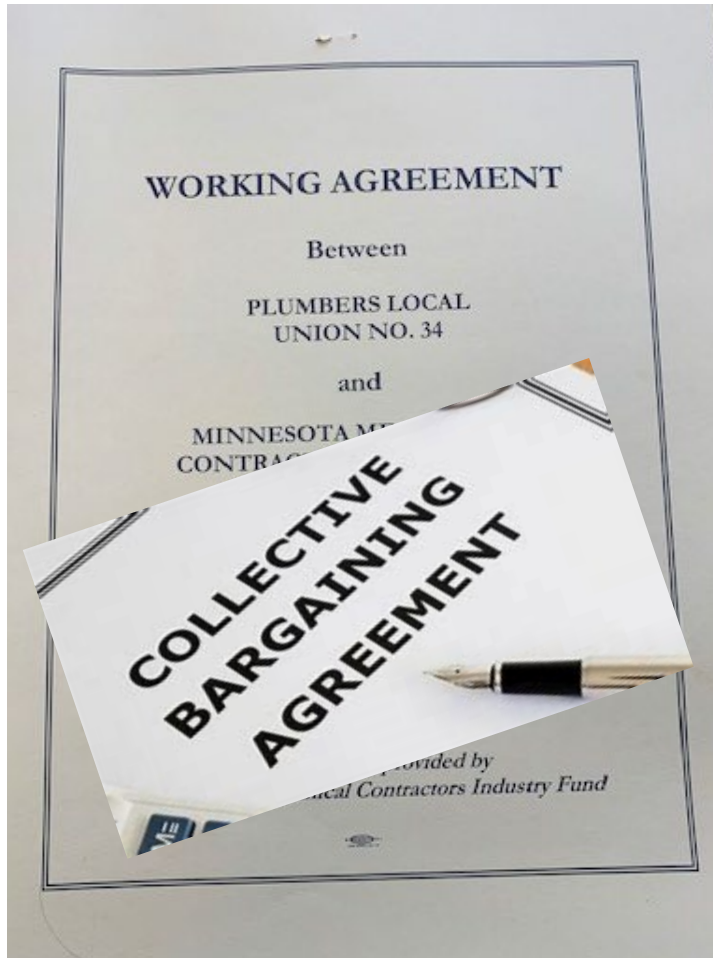
Women:

- Approximately 13% of the total construction workforce is women.
- This number was 4% statewide in 2010 and 3.3% in the metro area.
- Approximately 6% of union construction apprentices are women.

Minorities:

- Approximately 5% of the total construction workforce is people of color.
- 20% of the union construction apprentices are people of color.
- 92% of all African American apprentices are in union construction programs, 95% of all Latino and Latina apprentices and 98% of all other minority apprentices are in union construction apprenticeship programs.
- Completion rate of minority apprentices is up 339% from 2012 to 2019.

Signatory Contractors



- 2100 Union Signatory Contractors in Minnesota.
- NLRA 8(f)
- Terms and Conditions of Employment
- Fringe Benefit contributions

Project Labor Agreements



What is a Project Labor Agreement (PLA)?

- A project labor agreement (PLA) is a construction labor agreement between an owner and a regional building trades council, representing all the construction craft unions in a given geographical area.
- PLAs are agreements that establish uniform terms and conditions for all construction craft employees, as well as all construction contractors on a specific construction project.
- Each PLA is specific to one project only and are typically referenced in bid specifications for a project and are negotiated before employees are hired for the project.

Project Labor Agreements



Billions of dollars' worth of construction projects are built each year under Project Labor Agreements, including major projects in Minnesota.

- U.S. Bank Stadium
- 35W Bridge
- TCF Bank Stadium
- Target Field
- Federal Courthouse
- Hennepin County Government Center
- Ramsey County Jail
- University of Minnesota Duluth
- 188th Air Guard
- Maintenance Building
- Mall of America
- St. Paul Technical College
- Rondo Library
- Aerial Lift Bridge
- Tunnel Connection
- Federal Reserve Bank
- Minneapolis School District
- St. Paul Public Schools
- Duluth School District
- Moundsview Schools
- Stillwater Schools
- Anoka-Hennepin School District
- Great Aquarium – Duluth
- Minnesota Department of Revenue Building

Project Labor Agreements



- Particularly useful on:
 - large, complex construction projects,
 - that require many skilled craft workers,
 - that are expected to last a long period of time, and on projects that are particularly time-sensitive.
- PLAs lead to:
 - good quality work at predictable costs,
 - provide a steady supply of skilled labor,
 - avoid work stoppages,
 - established uniform wages and safer working conditions.
- The owner determines who can bid on the project. Generally:
 - bidding is open to all contractors,
 - employment is open to all construction craft workers.

Public Project Labor Agreements



- Public Project Labor Agreements are a tool used by a public owner to get the project that they want, on-time and on-budget.
- No workers are ever required to become members of a union.
- Disadvantaged vendor inclusion can also be part of any contract.
- Minnesota's public bidding law requires that all public construction contracts be awarded to the lowest responsible bidder.
- Projects with PLA's do not discriminate against any bidders, nor do they prohibit the awarding body from awarding the contract to the lowest responsible bidder.

Prevailing Wage



What is Prevailing Wage?

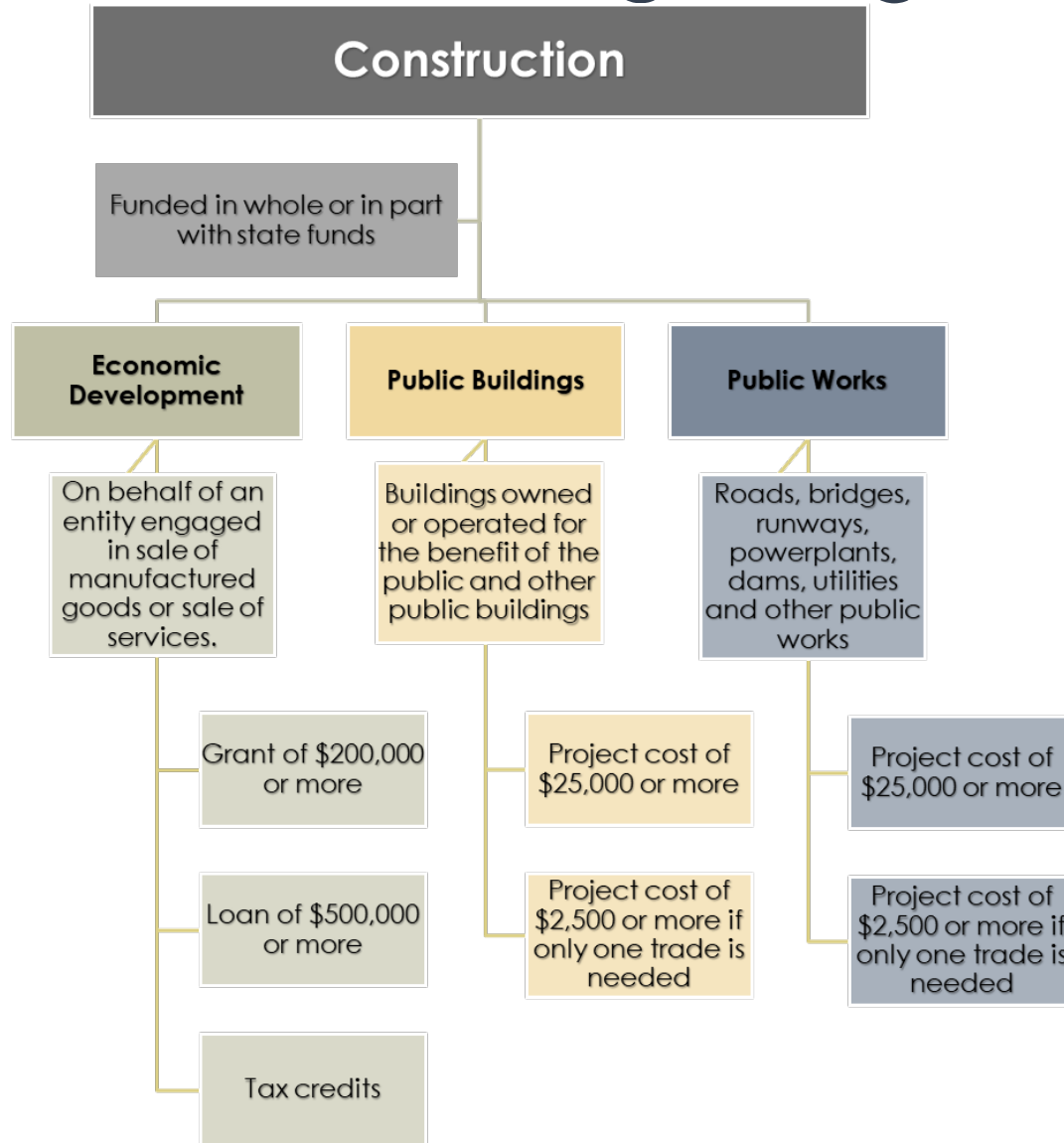
- Prevailing wage is the hourly rate, plus benefits, required by law to be paid for each trade or occupation while performing work on state-funded construction projects.
- These projects can be highways, roads, wastewater treatment plants, public housing, public utilities, schools, parks and recreation improvements, or any other construction project funded in part or whole by state funds.
- Minnesota's prevailing wage law (Minnesota Statutes 177.41 through 177.44) requires employees working on state-funded construction projects or other projects covered by law be paid wage rates comparable to wages paid for similar work in the area where the project is located.

Prevailing Wage

- Federal – Davis Bacon Act
1931: *The least the federal government can do is comply with local standards of wages and labor prevailing in the locality where the building construction is to take place.*
- State – Minnesota Prevailing Wage Act
1973: *It is therefore the policy of this state that wages of laborers, workers, and mechanics on projects financed in whole or part by state funds should be comparable to wages paid for similar work in the community as a whole.*
- Local – Minneapolis, St. Paul, Duluth



State Prevailing Wage



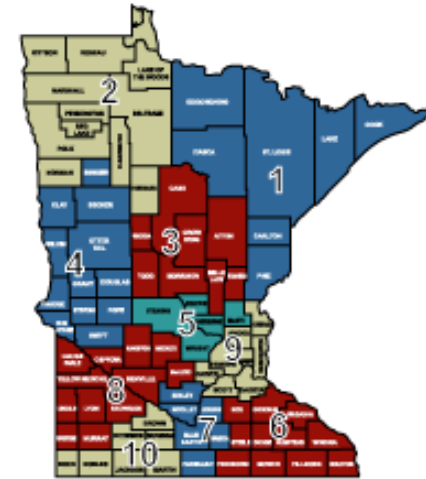
Minimum wages paid to all construction workers on publicly funded construction projects.

Prevailing wage is the hourly rate, plus benefits and overtime, required by law to be paid for each trade or occupation while performing work on state-funded construction projects.

State Prevailing Wage Rates



- Set by the Minnesota Department of Labor and Industry
- By annual survey of wages paid on projects
- Project Types:
 - Commercial
 - Highway-Heavy
 - Residential



Regional listing



County listing

Prevailing Wage



Contractor Responsibilities:

- A certified payroll report with wage and benefits paid to each employee.
- The records must be kept for three years after the contracting authority has made final payment on the public works project.
- Must post the prevailing wages on the jobsite.
- If an employer pays less than the prevailing wage, DLI requires the employer to pay back-wages to the worker to make up the difference.
- DLI can also require the employer to pay penalties for failure to comply with the prevailing wage law.

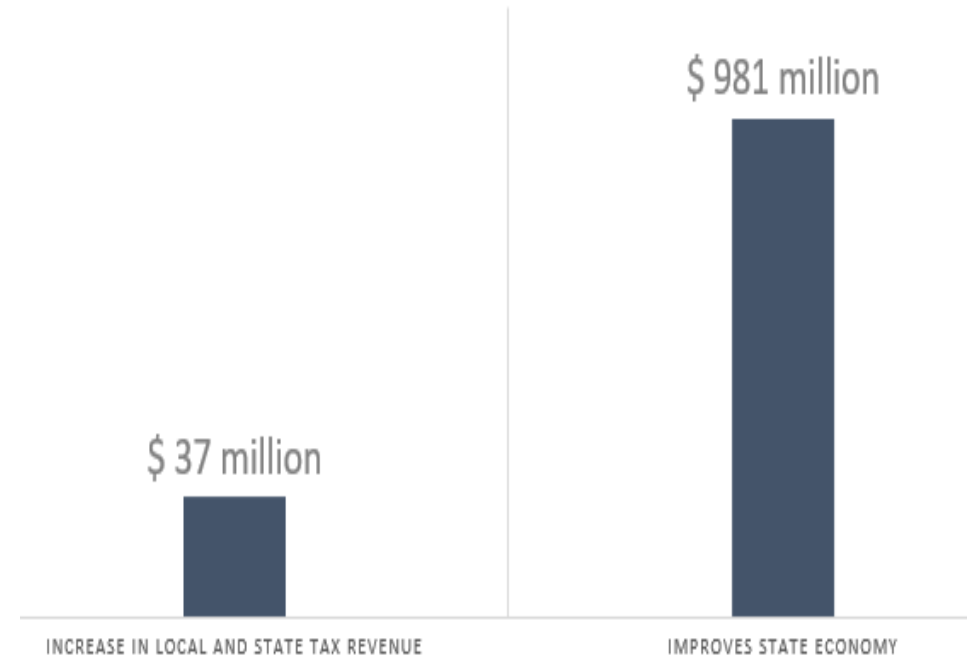
Prevailing Wage



Benefits of Prevailing Wage:

- The Minnesota Prevailing Wage Act keeps construction costs stable.
- The Minnesota Prevailing Wage Act is an effective job skills advancement policy.
- The Minnesota Prevailing Wage Act provides pathways into the middle class and boosts the economy.
- No effect on public construction costs.

PREVAILING WAGE IMPACT ON MINNESOTA'S ECONOMY



By protecting work for in-state contractors, Minnesota's prevailing wage law improves the state economy by \$981 million and generates \$37 million in state and local tax revenue.

Construction Careers



What is Registered Apprenticeship?

- Apprenticeship training is a formal system of employee training that combines on-the-job training with related technical instruction.
- It is designed to produce craftworkers who are fully competent in all aspects of an occupation including knowledge, skill and proficiency on the job.
- With apprenticeship training, there is a written contract between the apprentice and the employer or apprenticeship program sponsor, which is approved by and registered with the State of Minnesota.
- This agreement specifies the total length of training, number of school hours (related technical instruction) and an outline of the skills of the trade to be learned and the wages the apprentice will receive.

Construction Careers Partnerships



Career Exposure

Middle School

Kids ages 10-14 are exposed to construction careers by meeting trades mentors, completing hands-on projects and learning about careers in building, architecture and engineering.

Building Trades Partnerships

Learn2Build

Girl Power

Career Exploration

High School

Students ages 14-18+ participate in education-based programs and activities focused on developing student confidence and exploring construction career opportunities.

Building Trades Partnerships

Construct Tomorrow

Construction Apprenticeship Preparation Programs (CAP)

Minnesota Trades Academy

Apprenticeship Readiness

Adult Learners

Students over 18 prepare for a construction career by attending technical college or participating in apprenticeship readiness programs with Building Trades affiliates across the state.

Building Trades Partnerships

APEX Readiness Programs

Helmets to Hardhats

Tribal Trades Academy

Building Strong Communities

Community Based Training Partners

Registered Apprenticeship

Apprenticeship

Work-ready adults enter an earn-while-you-learn registered apprenticeship program in a union construction trade and progress through structured classroom and on-the-job training to reach journey-level in their trade.

Building Trades Partnerships

54 building trades Registered Apprenticeship programs throughout Minnesota training over 13,000 apprentices

Construction Careers Resources



ConstructionCareers.org

ConstructTomorrow.org

CONSTRUCTION CAREER PATHWAYS

COMMON TO ALL TRADES

- 18 YEARS OLD**
- DRIVERS LICENSE** (preferred by most)
- LEGAL TO WORK IN THE U.S.**
- HIGH SCHOOL DIPLOMA OR GED**
- PHYSICALLY FIT**
- MATH & READING PROFICIENCY**

LICENSED TRADES		UNLICENSED TRADES			SPECIALTY TRADES	
<ul style="list-style-type: none">• Trade school can be helpful yet not always necessary• Exams and assessments are given specific to each of the licensed trades• Applications are taken on an as needed basis (see individual trade websites)• Panel interview with apprenticeship committee prior to acceptance• Typically union halls place apprentices with employers• Apprenticeships are 4-5 years (8,000 - 8,750 hours requires formal training at JATC)		<ul style="list-style-type: none">• Applications are always being taken• Apprenticeships are 3-4 years (6,000-8,000 hours / many require formal training at JATC)• Hired by company first			<ul style="list-style-type: none">• Applications are taken on an as needed basis (see individual trade websites)• Exams and assessments are given specific to each trade• All jobs are through the union hall (except operating engineer - may apply with contractors)• Apprenticeship is 2-4 years (4,000-6,000 hours requires formal training at JATC)	
PLUMBER	SPRINKLER FITTER	CARPENTER	BRICKLAYER	FLOOR COVERER	BOILERMAKER	ELEVATOR CONSTRUCTOR
HVAC INSTALLER-TECHNICIAN	PIPEFITTER / STEAMFITTER	SIGN & DISPLAY	TAPER & FINISHER	TERRAZZO	IRONWORKER	OPERATING ENGINEER
CONSTRUCTION ELECTRICIAN	ELECTRICIAN LINE WORKER	LABORER & TENDER	LATHER	MILLWRIGHT	PILE DRIVER	SHEET METAL WORKER
		PAINTER	PLASTERER	TILE SETTER & TILE FINISHER		
		ROOFER & WATERPROOFER	GLAZIER / GLASSWORKER	CEMENT MASON / CONCRETE FINISHER		
		LOW VOLTAGE / LIMITED ENERGY INSTALLER-TECHNICIAN <small>(A Power Limited Technicians license is required to become a Technician)</small>			HEAT & FROST INSULATOR	

»»»»»»»» START A REWARDING CAREER TODAY AT: **CONSTRUCTIONCAREERS.ORG** ««««««««

The information on this poster is for general guidance only. Please visit specific trade websites for current information.

Questions?



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www.mntrades.org

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