



A Contractor-Led Voice for Fair Competition in Minnesota Construction

Formed in 2025, CEA protects and strengthens Minnesota construction employers that use W-2 employees to perform the work on their projects. The CEA was created in response to the rapid growth of worker misclassification and fraudulent 1099 labor models that distort competition and undermine legitimate construction employers.

What CEA Is

CEA is an independent, contractor-governed nonprofit employer association focused on enforcement, accountability, and fair competition. It is funded by contributions from more than two hundred Minnesota construction employers.

The Issue

Employee misclassification has become a business model in large segments of our construction industry. Contractors that misclassify their employees as independent contractors avoid payroll taxes, workers' compensation, wage and hour laws, paid leave laws, and employment verification requirements — gaining labor cost advantages that can exceed 30% over law-abiding competitors.

CEA's Approach

CEA advances an enforcement-first strategy: educating stakeholders, increasing accountability, advocating for enforcement of existing laws, and supporting targeted legislative and regulatory reforms aligned with our mission.

Vision

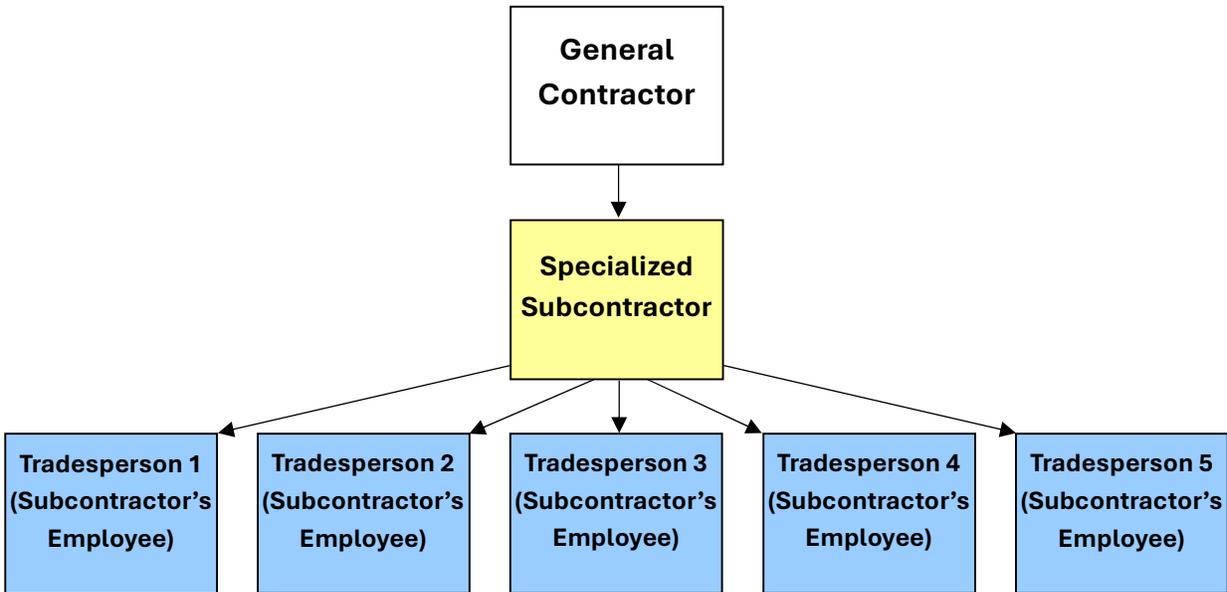
CEA envisions a Minnesota construction industry where employers who comply with employment, tax, and workplace laws can compete fairly and succeed in all segments of the construction industry.

Contact Information

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CEA's website is under development at **MNCEA.org**

The Traditional Construction Employment Model



The Employment Fraud Model

