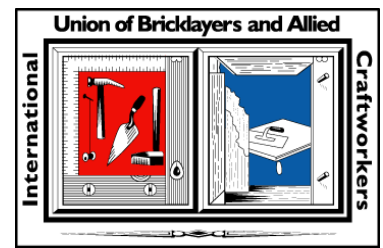


Bricklayers and Allied Craftworkers

Local Union 1 Minnesota / North Dakota



312 Central Avenue, Suite 328
Minneapolis, Minnesota 55414

“Building For the Future”

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JAMES R LUNDQUIST
President/Secretary-Treasurer

To: All Associated General Contractors
Minnesota Masonry Contractors
Independent Contractors
Chapter #3
Hibbing - Virginia Area

Scope of the Agreement

This agreement shall cover all of the part of St. Louis County, north of a line between townships 54 and 55 (two miles north of Cotton), and all of Itasca County.

February 14, 2008

BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

HIBBING-VIRGINIA AREA - BRICKLAYERS, BLOCKLAYERS AND P.C.C.'S

This is to advise you that the new working agreement calls for a wage increase of \$1.60 per hour on May 1, 2008. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 1, 2008 for members of the Bricklayers and Allied Craftworkers will be as follows:

| <u>WAGES</u> | <u>HEALTH</u> | <u>HRA</u> | <u>IU PENSION</u> | <u>LOCAL PENSION</u> | <u>LOCAL ANNUITY</u> | <u>VAC.</u> | <u>DUES</u> | <u>PROMO</u> | <u>APPRENT</u> | <u>TOTAL</u> |
|--------------|---------------|------------|-------------------|----------------------|----------------------|-------------|-------------|--------------|----------------|--------------|
| 26.60 | 5.90 | .50 | 1.50 | 5.10 | 3.55 | 2.00 | 1.19 | .15 | .30 | 46.79 |

Base Rate: \$26.60
Vacation, Dues Check Off: \$3.19
Taxable Amount: \$29.79

Contracts have been mailed for the contract period May 1, 2007 to April 30, 2010.

FOREMAN RATE - The Foreman rate shall be an additional \$3.00 above the scale.

REFRACTORY - The Refractory premium shall be \$1.50 above the Journeyman rate.

Sincerely,

James R Lundquist

James R Lundquist
President / Secretary - Treasurer
Bricklayers and Allied Craftworkers
Local Union 1 Minnesota / North Dakota
15-2008

APPRENTICE WAGES

| | BASE WAGE | TAXABLE |
|----------------|------------------|----------------|
| 1st 1000 hours | 50% - \$13.30 | \$16.49* |
| 2nd 1000 hours | 55% - \$14.63 | \$17.82* |
| 3rd 1000 hours | 65% - \$17.29 | \$20.48* |
| 4th 1000 hours | 75% - \$19.95 | \$23.14* |
| 5th 1000 hours | 85% - \$22.61 | \$25.80* |
| 6th 1000 hours | 95% - \$25.27 | \$28.46* |

* Taxable wage - Includes Vacation and Dues