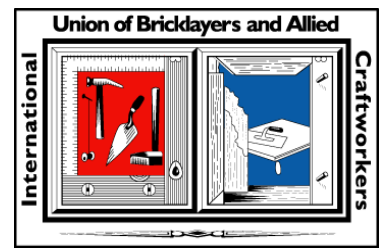


Bricklayers and Allied Craftworkers

Local Union 1 Minnesota / North Dakota



312 Central Avenue, Suite 328
Minneapolis, Minnesota 55414

"Building For the Future"

TELEPHONE: 612/379-2966

FAX: 612/379-8754

JAMES R LUNDQUIST
President/Secretary-Treasurer

Scope of the Agreement

To: All Contractors Signatory to the
Bricklayers and Allied Craftworkers
International Refractory Agreement
Duluth, Minnesota Area

This agreement shall cover all of the part of St. Louis
County, south of a line between townships 54 and 55
(two miles north of Cotton), also the eastern half of
Aitkin County on a line with the northeast boundary
line of Mille Lacs County, also Carlton, Lake, Cook,
Pine and Kanabec.

February 12, 2008

BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL UNION 1 MINNESOTA / NORTH DAKOTA DULUTH AREA – NATIONAL REFRACTORY AGREEMENT FOR BRICKLAYERS

This is to advise you that the new working agreement calls for a wage increase of \$1.75 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:

WAGES	HEALTH	HRA	IU PENSION	LOCAL PENSION	LOCAL ANNUITY	VAC.	DUES	PROMO	APPRENT	TOTAL
27.39	5.90	.50	1.50	5.10	3.55	2.00	1.11	.15	.30	47.50

Base Rate: \$27.39
Vacation, Dues Check Off: \$3.11
Taxable Amount: \$30.50

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.

VACATION PAY - Vacation Pay shall be pyramided in all overtime pay. Time and one-half = \$3.00,
Double-time = \$4.00

Sincerely,

James R Lundquist

James R Lundquist
President / Secretary - Treasurer
Bricklayers and Allied Craftworkers
Local Union 1 Minnesota / North Dakota
24-2008

APPRENTICE WAGES		
	BASE WAGE	TAXABLE
1st 1000 hours	50% - \$13.70	\$16.81*
2nd 1000 hours	55% - \$15.06	\$18.17*
3rd 1000 hours	65% - \$17.80	\$20.91*
4th 1000 hours	75% - \$20.54	\$23.65*
5th 1000 hours	85% - \$23.28	\$26.39*
6th 1000 hours	95% - \$26.02	\$29.13*

* Taxable wage - Includes Vacation and Dues