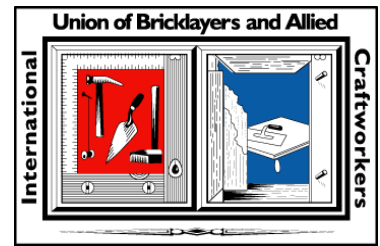


Bricklayers and Allied Craftworkers

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

To: Hanson Building Materials America, Inc.
Fabcon, Inc.
Molin, Inc.
Wells Concrete Products, Inc.

January 30, 2008

Scope of the Agreement
Entire States of Minnesota
And North Dakota

BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

PRECAST MASONS

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 subsistence will be \$75.00 per day.

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	VAC.	DUES	PROMO	TOTAL
30.73	5.90	.50	1.50	5.10	2.50	1.26	.20	47.69

Base Rate:	\$30.73
Vacation, Dues Check Off:	<u>\$3.76</u>
Taxable Amount:	\$34.49

FOREMAN'S RATE - Foreman shall receive an additional **\$3.50** above the scale. Foreman shall receive an additional **\$.50 (\$4.00)** after 16 hours of journeyman upgrade training is completed.

If you need a copy of the current contract, please feel free to call the Union office.

Sincerely,

James R Lundquist

James R Lundquist
President / Secretary - Treasurer
Bricklayers and Allied Craftworkers
Local Union 1 Minnesota / North Dakota
26-2008