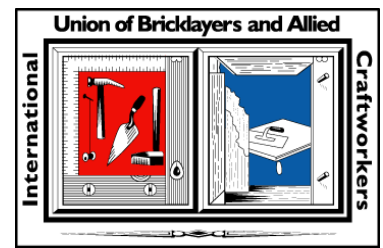


Bricklayers and Allied Craftworkers

Local Union 1 Minnesota / North Dakota



312 Central Avenue, Suite 328
Minneapolis, Minnesota 55414

"Building For the Future"

TELEPHONE: 612/379-2966

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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 17, 2009

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 \$1.50 per hour on May 1, 2009. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 1, 2009 for members of the Bricklayers and Allied Craftworkers will be as follows:

| | IU | LOCAL | DULUTH | | | | | | | | |
|-------|--------|-------|---------|---------|---------|------|------|-----|---------|-------|--|
| WAGES | HEALTH | HRA | PENSION | PENSION | ANNUITY | VAC. | DUES | IMI | APPRENT | TOTAL | |
| 27.77 | 6.15 | .50 | 1.50 | 5.95 | 3.55 | 2.00 | 1.13 | .15 | .30 | 49.00 | |

Base Rate: \$27.77
Vacation, Dues Check Off: \$3.13
Taxable Amount: \$30.90

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
24-2009

APPRENTICE WAGES

| | BASE WAGE | TAXABLE |
|--------------------|-----------|----------|
| 1st 1000 hours 50% | \$13.89 | \$17.02* |
| 2nd 1000 hours 55% | \$15.27 | \$18.40* |
| 3rd 1000 hours 65% | \$18.05 | \$21.18* |
| 4th 1000 hours 75% | \$20.83 | \$23.96* |
| 5th 1000 hours 85% | \$23.60 | \$26.73* |
| 6th 1000 hours 95% | \$26.38 | \$29.51* |

* Taxable wage - Includes Vacation and Dues