Scope of the Agreement

This Agreement shall cover the counties of Kanabec, Isanti, Anoka, Chisago, Hennepin, Ramsey, Washington, Wright, Carver, Scott and Dakota. The agreement shall also cover all of the part of Pine County south of County Road 30. It shall also include that portion of Rice County that is north of County Road 1 that runs from Montgomery to Dennison. It shall also include that portion of Goodhue County that is north of County Road 9 that runs from Dennison through the town of Goodhue and that part of Mille Lacs County south of an east-west extension of the northern border of Isanti County and that part of Sherburne County encompassing the City of Elk River.

November 5, 2018

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

TILE FINISHERS

Please inform your bookkeeping department of the following rates effective November 5, 2018 for members of the Bricklayers and Allied Craftworkers will be as follows.

<table>
<thead>
<tr>
<th>HEALTH WAGES</th>
<th>IU ( &amp; PPA ) $BANK – RPP</th>
<th>HRA (.75 +.38)</th>
<th>LOCAL PENSION .54</th>
<th>TLE PENSION .50</th>
<th>TLE ANNUITY VAC. .28</th>
<th>DUES PROMO .26</th>
<th>IMI APPR .49</th>
<th>FCF .30</th>
<th>TOTAL 48.40</th>
</tr>
</thead>
<tbody>
<tr>
<td>27.23</td>
<td>(6.68 + 1.10)</td>
<td>.84</td>
<td>8.05</td>
<td>.54</td>
<td>.50</td>
<td>.28</td>
<td>.49</td>
<td>.30</td>
<td>48.40</td>
</tr>
</tbody>
</table>

Base Rate: $27.23
Vacation, Dues Check Off: $1.78
Taxable Amount: $29.01

PARKING - Parking will be reimbursed at the rate of up to $8.00 per day. Receipt required.

APPRENTICESHIP WAGES (Taxable)

- 0-999 Hours = 70% $19.06 $20.84 *
- 1,000-1,999 Hours = 75% $20.42 $22.20 *
- 2,000-2,999 Hours = 80% $21.78 $23.56 *
- 3,000-3,999 Hours = 85% $23.15 $24.93 *
- 4,000 Hours = 100% Full Wage & Fringe Benefits

Sincerely,

Douglas B. Schroeder
President / Secretary-Treasurer
Bricklayers and Allied Craftworkers
Local Union 1 Minnesota / North Dakota

* Taxable wage – Includes Vacation and Dues*

Overtime

All benefits same as above except Local Annuity
Time and a half = $.81 Double Time = $1.08