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

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 (1.50 + .77)</th>
<th>LOCAL PENSION</th>
<th>TILE PENSION ANNUITY VAC. DUES PROMO IMI APPR FCF TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>30.80</td>
<td>(8.93 + 1.10) .73</td>
<td>(1.50 + .77)</td>
<td>8.05</td>
<td>2.48</td>
</tr>
</tbody>
</table>

Base Rate: $30.80
Vacation, Dues Check Off: $3.74
Taxable Amount: $34.54

FOREMAN’S RATE - The Foreman shall receive $2.25 above the scale.
The Foreman rate shall increase on May 1, 2016 to $2.50 per hour providing the employee has an OSHA 30 Certificate & current First Aid & CPR Training.

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

Sincerely,
Douglas B. Schroeder

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

APPRENTICESHIP WAGES (Taxable)

0-1999 Hours = 90% $27.72 $31.46 *
2,000-3,999 Hours = 95% $29.26 $33.00 *
4,000 Hours = 100% Full Wage & Fringe Benefit

*Taxable wage – Includes Vacation and Dues

Overtime
All benefits same as above except Local Annuity
Time and a half = $3.72 - Double Time = $4.96