To:  All Associated General Contractors
    Minnesota Tile Contractors
    Independent Contractors
    Chapter #3
    Duluth Area

Scope of the Agreement:
This agreement shall cover the counties of St. Louis, Carlton,
Lake and Cook. The agreement shall also cover all of the
part of Pine County north of County Road 30 and include the
city of Sandstone

May 31, 2019

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
DULUTH AREA – TILE LAYERS

This is to advise you that the new working agreement calls for a $2.00 increase per hour on May 6, 2019. Please inform your
bookkeeping department of the following rates.
The total wage rate effective May 6, 2019 for members of Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>HEALTH</th>
<th>WAGES</th>
<th>1.21</th>
<th>8.35</th>
<th>.50</th>
<th>.20</th>
<th>.02</th>
<th>52.25</th>
</tr>
</thead>
<tbody>
<tr>
<td>25.74</td>
<td>(5.91+1.10)</td>
<td>(1.50+.90)</td>
<td>5.10</td>
<td>1.20</td>
<td>.52</td>
<td>.20</td>
<td>.02</td>
</tr>
</tbody>
</table>

Base Rate: $25.75
Vacation, Dues Check Off: $1.69
Taxable Amount: $27.44

FOREMAN’S RATE – Foreman shall receive an additional $1.00 above the scale.

Sincerely

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

APPRENTICESHIP WAGES

<table>
<thead>
<tr>
<th>BASE WAGE</th>
<th>TAXABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1999 hours 90% - $23.18</td>
<td>$24.87*</td>
</tr>
<tr>
<td>2000 - 3999 hours 95% - $24.46</td>
<td>$26.15*</td>
</tr>
<tr>
<td>4000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues