May 23, 2019

To: All Associated General Contractors
Minnesota Masonry Contractors
Independent Contractors
Chapter #11
Mankato Area

Scope of the Agreement:
This agreement shall cover the counties of Sibley, Nicollet, Blue Earth, McLeod and LaSueur

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA

MANKATO AREA – BRICKLAYERS, BLOCKLAYERS & POINTERS, CAULKERS & CLEANERS

This is to advise you that the new working agreement calls for a $2.56 increase per hour on April 29, 2019. Please inform your bookkeeping department of the following rates.

The total wage rate effective April 29, 2019 for members of Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>HEALTH WAGES</th>
<th>$BANK-RPP</th>
<th>HRA</th>
<th>PENSION</th>
<th>LOCAL PENSION</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR.</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>33.46</td>
<td>(8.30+1.10)</td>
<td>.25</td>
<td>(1.50 + .90)</td>
<td>8.35</td>
<td>2.60</td>
<td>1.48</td>
<td>.59</td>
<td>.30</td>
<td>.02</td>
<td>58.85</td>
</tr>
</tbody>
</table>

Base Rate: $33.46
Vacation, Dues Check Off: $4.08
Taxable Amount: $37.54

FOREMAN’S RATE – Foreman shall receive an additional $4.00 above the scale.

PARKING – Employees shall be reimbursed $7.00 per day when paid parking is required. ***Parking receipt is required***

Sincerely

Douglas B. Schroeder
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 65% - $21.75</td>
<td>$25.83*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $25.10</td>
<td>$29.18*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $28.44</td>
<td>$32.52*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues

**PCC Wage Raises are at 1500 Hours

FINAL COPY May 23, 2019