To:  All Associated General Contractors
     Minnesota Masonry Contractors
     Independent Contractors
     Northwest Minnesota Area – Chapter #15

Scope of the Agreement:
This agreement shall cover the counties of Hubbard, Becker, Ottertail, Clay, Cass, Wadena, Clearwater, Beltrami, Koochiching, Lake of the Woods, Norman, Mahnomen, Polk, Pennington, Marshall, Kittson, Red Lake, Roseau, Todd, Douglas, Grant, Wilkin, Traverse, Pope, Stevens, Chippewa and Swift

April 17, 2020

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

NORTHWEST MINNESOTA AREA BRICKLAYERS

This is to advise you that the new working agreement calls for a $2.00 increase per hour on May 4, 2020. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 4, 2020 for members of Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>WAGES</th>
<th>HEALTH IU &amp; PPA LOCAL ANNUITY VAC. DUES IMI APPR FCF TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>31.43</td>
<td>(8.48+1.10) 1.00 (1.50 + 1.05) 8.60 2.00 1.50 1.48 .59 .35 .02 59.10</td>
</tr>
</tbody>
</table>

Base Rate: $31.43
Vacation, Dues Check Off: $2.98
Taxable Amount: $34.41

FOREMAN’S RATE – Foreman shall receive an additional 10% per hour above the taxable rate - $3.39

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 65% - $20.43</td>
<td>$23.41*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $23.57</td>
<td>$26.55*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $26.72</td>
<td>$29.70*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues

FINAL COPY April 17, 2020