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

May 9, 2019

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
NORTHWEST MINNESOTA AREA CEMENT MASONS

This is to advise you that the new working agreement calls for a $1.50 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>WAGES</th>
<th>HEALTH</th>
<th>IU &amp; PPA PENSION</th>
<th>LOCAL PENSION</th>
<th>ANNUITY</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>29.49</td>
<td>(8.51+1.10)</td>
<td>1.00</td>
<td>(1.50 + .90)</td>
<td>8.35</td>
<td>1.00</td>
<td>1.50</td>
<td>.56</td>
<td>.30</td>
<td>.02</td>
<td>55.65</td>
</tr>
</tbody>
</table>

Base Rate: $29.49
Vacation, Dues Check Off: $2.92
Taxable Amount: $32.41

FOREMAN’S RATE – Cement Mason Foreman shall receive an additional $.50 per hour 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 65% - $19.17</td>
<td>$22.09*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $22.12</td>
<td>$25.04*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $25.07</td>
<td>$27.99*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td>*Taxable Wage – Includes Vacation and Dues</td>
</tr>
</tbody>
</table>

Final Copy May 9, 2019