To: All Associated General Contractors
   Minnesota Masonry Contractors
   Independent Contractors
   Chapter 4, St. Cloud - Bricklayers

Scope of the Agreement:
This agreement shall cover the counties of Sherburne, Benton, Stearns, Meeker, Kandiyohi, Crow Wing, Morrison, Mille Lacs and the Western Half of Aitkin

May 9, 2019

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

CENTRAL MINNESOTA – CEMENT MASONS

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 WAGES</th>
<th>$BANK-RPP</th>
<th>HRA</th>
<th>IU &amp; PPA PENION</th>
<th>LOCAL PENSION</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>33.09</td>
<td>(7.55+1.10)</td>
<td>1.00</td>
<td>(1.50 + .90)</td>
<td>8.35</td>
<td>2.50</td>
<td>1.46</td>
<td>.58</td>
<td>.02</td>
<td>58.05</td>
</tr>
</tbody>
</table>

Base Rate: $33.09
Vacation, Dues Check Off: $3.96
Taxable Amount: $37.05

FOREMAN’S RATE – Foreman shall receive an additional $3.20 above the scale. Foreman shall receive an additional $0.50 ($3.70) after 16 hours of journeyman upgrade training is completed.

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% - $21.51</td>
<td>$25.47*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $24.82</td>
<td>$28.78*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $28.13</td>
<td>$32.09*</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 May 9, 2019