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.

April 20, 2020

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 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</th>
<th>IU &amp; PPA</th>
<th>LOCAL PENSION</th>
<th>DUL ANN</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR.</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>33.58</td>
<td>(7.55+1.10)</td>
<td>1.00</td>
<td>(1.50 + 1.05)</td>
<td>8.60</td>
<td>1.00</td>
<td>2.50</td>
<td>1.50</td>
<td>.60</td>
<td>.05</td>
<td>.02</td>
</tr>
</tbody>
</table>

Base Rate: $33.58
Vacation, Dues Check Off: $4.00
Taxable Amount: $37.58

FOREMAN’S RATE – Foreman shall receive an additional $3.20 above the scale. Foreman shall receive an additional $.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% - $21.83</td>
<td>$25.83*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $25.19</td>
<td>$29.19*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $28.54</td>
<td>$32.54*</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 April 20, 2020