To: All Associated General Contractors
    Minnesota Masonry Contractors
    Independent Contractors
    Chapter 8, Rochester Area

Scope of the Agreement:
This agreement shall cover Olmstead and Dodge Counties and the cities of Plainview and Elgin and that part of Wabasha County South of a line running East and West on Highway 247; Mower and Fillmore Counties and that part of Freeborn County East of a line running North and South from Geneva to Gordonsville

May 9, 2019

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

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

This is to advise you that the new working agreement calls for a $2.00 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>WAGES</th>
<th>HEALTH</th>
<th>IU &amp; PPA</th>
<th>LOCAL</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>FCF</th>
<th>CPI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>37.76</td>
<td>(8.30+1.10)</td>
<td>(1.60 + .96)</td>
<td>8.35</td>
<td>1.00</td>
<td>1.54</td>
<td>.62</td>
<td>.30</td>
<td>.02</td>
<td>.10</td>
<td>61.65</td>
</tr>
</tbody>
</table>

Base Rate: $37.76
Vacation, Dues Check Off: $2.54
Taxable Amount: $40.30

FOREMAN’S RATE – Foreman shall receive an additional $4.00 above the scale. Foreman shall receive an additional $.50 ($3.70) after 16 hours of journeyman upgrade training is completed.

MINNESOTA CONSTRUCTION INDUSTRY WORKFORCE ALLIANCE (MCIWA) – Employer will submit an additional $.01 per hour to the MCIWA. This will be included on fringe benefit report form and is not considered part of the wage and will sonset on April 30, 2022.

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% - $24.54</td>
<td>$27.08*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $24.32</td>
<td>$30.86*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $32.10</td>
<td>$34.64*</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