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 in 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

April 28, 2020

Bricklayers and Allied Craftworkers
Local Union 1 Minnesota/North Dakota/South Dakota

312 Central Avenue SE
Suite 328
Minneapolis, Minnesota 55414

“Building for the Future”
Douglas B. Schroeder
President/Secretary-Treasurer

Telephone: (612) 379-2966
Fax: (612) 379-8754
Website: www.bac1mn-nd.org

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

ROCHESTER AREA – BRICKLAYERS, BLOCKLAYERS & POINTERS

This is to advise you that the new working agreement calls for a $2.10 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 WAGES</th>
<th>IU &amp; PPA WAGES</th>
<th>LOCAL PENSION</th>
<th>ANNUITY</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>(9.53+1.10)</td>
<td>(1.60 + 1.12)</td>
<td>8.60</td>
<td>.40</td>
<td>1.00</td>
<td>1.58</td>
<td>.64</td>
<td>.30</td>
<td>.02</td>
<td>.10</td>
<td>63.75</td>
</tr>
</tbody>
</table>

Base Rate: $37.76
Vacation, Dues Check Off: $2.58
Taxable Amount: $40.34

FOREMAN’S RATE – Foreman shall receive an additional $4.00 above the scale. Foreman shall receive an additional $.50 ($4.50) 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 sunset 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>$27.12*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $28.32</td>
<td>$30.90*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $32.10</td>
<td>$34.68*</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 28, 2020