To: Independent Tile Contractors  
Chapter #8, Rochester Area

Scope of the Agreement:
This agreement shall cover the counties of Faribault, Freeborn, Mower, Filmore, Houston, Blue Earth, Waseca, Steele, Dodge, Olmstead, Winona, Nicollet, Sibley, Le Sueur and Wabasha. It shall also include that portion of Rice County that is south of county Road 1 that runs from Montgomery to Dennison. It shall also include that portion of Goodhue County that is south of County Road 9 that runs from Dennison through the town of Goodhue.

April 24, 2020

BRICKLAYERS AND ALLIED CRAFTWORKERS  
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA  
ROCHESTER AREA – TILE FINISHERS

This is to advise you that the new working agreement calls for a $2.64 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>$BANK-RPP</th>
<th>IU &amp; PPA</th>
<th>LOCAL ANNUITY</th>
<th>LOCAL VAC</th>
<th>DUES</th>
<th>IMI</th>
<th>TILE PROMO</th>
<th>APPR</th>
<th>CPI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>22.96</td>
<td>.24</td>
<td>.24</td>
<td>3.73</td>
<td>1.00</td>
<td>.96</td>
<td>.33</td>
<td>.10</td>
<td>.20</td>
<td>.10</td>
<td>.10</td>
<td>32.99</td>
</tr>
</tbody>
</table>

Base Rate: $22.96
Vacation, Dues Check Off: $1.96
Taxable Amount: $24.92

PARKING REIMBURSEMENT – $7.00 per day with receipt

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 - 999 hours 70%</td>
<td>$16.07</td>
</tr>
<tr>
<td>1000 - 1999 hours 75%</td>
<td>$17.22</td>
</tr>
<tr>
<td>2000 - 2999 hours 80%</td>
<td>$18.37</td>
</tr>
<tr>
<td>3000 - 3999 hours 85%</td>
<td>$19.52</td>
</tr>
</tbody>
</table>

4000 hours = full wages & fringe benefits

*Taxable Wage – Includes Vacation & Dues

Finishers with Tile Layer Permit

| 90 Days | $26.85 | $29.13 |

* Permit Workers shall have Full Finisher Benefits