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.

May 21, 2019

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 $1.64 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>HEALTH</th>
<th>WAGES</th>
<th>BANK-RPP</th>
<th>IU &amp; PPA</th>
<th>LOCAL</th>
<th>ANNUITY</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>22.43</td>
<td>3.00</td>
<td>.24</td>
<td>1.73</td>
<td>1.00</td>
<td>.90</td>
<td>.30</td>
<td>.10</td>
<td>30.35</td>
</tr>
</tbody>
</table>

Base Rate: $22.43
Vacation, Dues Check Off: $1.90
Taxable Amount: $24.33

PARKING REIMBURSEMENT – $7.00 per day with receipt
*There will be an additional wage increase of $.50 on November 4, 2019

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>$15.70</td>
</tr>
<tr>
<td>1000 - 1999 hours 75%</td>
<td>$16.82</td>
</tr>
<tr>
<td>2000 - 2999 hours 80%</td>
<td>$17.94</td>
</tr>
<tr>
<td>3000 - 3999 hours 85%</td>
<td>$19.66</td>
</tr>
</tbody>
</table>

4000 hours = full wages & fringe benefits
*Taxable Wage – Includes Vacation & Dues

Finishers with Tile Layer Permit
90 Days $26.40 $28.30
* Permit Workers shall have Full Finisher Benefits

Final Copy May 21, 2019