May 11, 2020

To: All Associated General Contractors
Minnesota Tile Contractors
Independent Contractors
Chapter #3
Duluth Area

Scope of the Agreement:
This agreement shall cover all parts of St. Louis County, south of a line between townships 54 and 55 (two miles north of Cotton), also the eastern half of Aitkin County on a line with the northeast boundary line of Mille Lacs County, also Carlton, Lake, Cook, Pine and Kanabec.

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
DULUTH AREA – BRICKLAYERS, BLOCKLAYERS AND POINTERS, CAULKERS & CLEANERS

This is to advise you that the new working agreement calls for a $2.50 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 $BANK - RPP</th>
<th>IU &amp; PPA PENSION</th>
<th>LOCAL PENSION</th>
<th>DUL ANN</th>
<th>DUL VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR.</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>33.80</td>
<td>(9.86+1.10)</td>
<td>(1.50+1.0)</td>
<td>8.60</td>
<td>3.70</td>
<td>2.00</td>
<td>1.58</td>
<td>.64</td>
<td>.30</td>
<td>.02</td>
<td>64.15</td>
</tr>
</tbody>
</table>

Base Rate: $33.80
Vacation, Dues Check Off: $3.58
Taxable Amount: $37.38

FOREMAN’S RATE – The NEW Foreman shall receive an additional $4.25 above the scale.

REFRACTORY – The Refractory Base Wage rate shall be $34.30 with above fringe benefits.

VACATION PAY – Vacation pay shall be pyramided in all overtime pay. Time and one half = $3.00
Double Time = $4.00

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% - $21.97</td>
<td>$25.55*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $25.35</td>
<td>$28.93*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $28.73</td>
<td>$32.31*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues

Douglas B. Schroeder
President/Secretary-Treasurer
Bricklayers & Allied Craftworkers
Local Union 1 Minnesota/North Dakota/South Dakota

FINAL COPY UPDATED May 11, 2020