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

Scope of the Agreement:
This agreement shall cover the counties of St. Louis, Carlton, Lake and Cook. The agreement shall also cover all of the part of Pine County north of County Road 30 and include the city of Sandstone

April 17, 2020

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

This is to advise you that the new working agreement calls for a $1.50 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</th>
<th>IU &amp; PPA</th>
<th>LOCAL</th>
<th>LOCAL</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR.</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>19.22</td>
<td>(5.92+1.10)</td>
<td>1.00</td>
<td>(1.50+1.05)</td>
<td>8.60</td>
<td>1.01</td>
<td>.50</td>
<td>.97</td>
<td>.41</td>
<td>.30</td>
<td>.02</td>
</tr>
</tbody>
</table>

Base Rate: $19.22
Vacation, Dues Check Off: $1.47
Taxable Amount: $20.69

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>$13.45 $14.92*</td>
</tr>
<tr>
<td>1000 - 1999 hours 75%</td>
<td>$14.42 $15.89*</td>
</tr>
<tr>
<td>2000 - 2999 hours 80%</td>
<td>$15.38 $16.85*</td>
</tr>
<tr>
<td>3000 - 3999 hours 85%</td>
<td>$16.34 $17.81*</td>
</tr>
<tr>
<td>4000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues

FINAL COPY April 17, 2020