To: All Associated General Contractors
   Minnesota Masonry Contractors
   Independent Contractors
   Metro Area

Scope of the Agreement:
This agreement shall cover all of Rice County, North part of Steel county at a line running due East and West of the town of Pratt. The Western part of Goodhue County at a line running due North and South of the east city limits of Wanamingo.

April 24, 2020

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

FARIBAULT AREA – BRICKLAYERS, BLOCKLAYERS & POINTERS, CAULKERS & CLEANERS

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</th>
<th>$BANK-RPP</th>
<th>HRA</th>
<th>IU &amp; PPA</th>
<th>LOCAL PENSION</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR.</th>
<th>*MIAF</th>
<th>MCIWA</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>36.83</td>
<td>(9.30+1.10)</td>
<td>.25</td>
<td>(1.50 + 1.05)</td>
<td>8.60</td>
<td>2.58</td>
<td>1.58</td>
<td>.64</td>
<td>.30</td>
<td>.16</td>
<td>.02</td>
<td>63.91</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Base Rate: $36.83
Vacation, Dues Check Off: $4.16
Taxable Amount: $40.99

FOREMAN’S RATE – Foreman shall receive an additional $4.00 above the scale.
SWING PAY – There will be no premium pay for Swing Scaffold work.
PARKING – Employees shall be reimbursed $8.00 per day in downtown Minneapolis & St. Paul and the U of M St. Paul & Minneapolis campuses. ***Parking receipt is required***

*MASONRY INDUSTRY ADVANCEMENT FUND (MIAF) & MINNESOTA CONSTRUCTION INDUSTRY WORKFORCE ALLIANCE (MCIWA) – Employers will submit an additional $.15 per hour to the MIAF and $.01 to MCIWA. These employer contributions will not affect the 1% increase and are not considered part of the wage.

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%</td>
<td>$23.94</td>
</tr>
<tr>
<td>2000 - 3999 hours 75%</td>
<td>$27.62</td>
</tr>
<tr>
<td>4000 - 5999 hours 85%</td>
<td>$31.31</td>
</tr>
</tbody>
</table>

6000 hours full wages & fringe benefits

*Taxable Wage – Includes Vacation and Dues
**PCC Wage Raises are at 1500 Hours