April 24, 2020

To: All Associated General Contractors
    Minnesota Masonry Contractors
    Independent Contractors
    Chapter #11
    Mankato Area

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

This is to advise you that the new working agreement calls for a $2.66 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 PENSION</th>
<th>LOCAL ANNUITY</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR.</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>33.97</td>
<td>(9.30+1.10)</td>
<td>.25</td>
<td>(1.50 + 1.05)</td>
<td>8.60</td>
<td>.46</td>
<td>2.80</td>
<td>1.54</td>
<td>.62</td>
<td>.30</td>
<td>.02</td>
</tr>
</tbody>
</table>

Base Rate: $33.97
Vacation, Dues Check Off: $4.34
Taxable Amount: $38.31

FOREMAN’S RATE – Foreman shall receive an additional $4.00 above the scale.
PARKING – Employees shall be reimbursed $7.00 per day when paid parking is required. ***Parking receipt is required***

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% - $22.08</td>
<td>$26.42*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $25.48</td>
<td>$29.82*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $28.87</td>
<td>$33.21*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

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