Scope of the Agreement:
This agreement shall cover the counties of Kanabec, Isanti, Anoka, Chisago, Hennepin, Ramsey, Washington, Wright, Carver, Scott and Dakota. This agreement shall also cover all the part of Pine County south of County Road 30. It shall also include that portion of Rice County that is north of County Road 1 that runs from Montgomery to Dennison. It shall also include that portion of Goodhue County that is north of County Road 9 that runs from Dennison through the town of Goodhue and that part of Mille Lacs County south of an east-west extension of the northern boarder of Isanti County and the part of Sherburne County encompassing the City of Elk River.

May 7, 2019

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
METRO AREA – TILE LAYERS

This is to advise you that the new working agreement calls for a $2.05 increase per hour on May 1, 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>WAGES</th>
<th>HEALTH</th>
<th>IU &amp; PPA</th>
<th>LOCAL</th>
<th>TILE</th>
<th>VAC.</th>
<th>DUES</th>
<th>PROMO</th>
<th>IMI</th>
<th>APPR.</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>31.95</td>
<td>(9.34+1.10)</td>
<td>.73</td>
<td>(1.50 + .90)</td>
<td>8.35</td>
<td>2.48</td>
<td>2.26</td>
<td>1.52</td>
<td>.26</td>
<td>.61</td>
<td>.30</td>
</tr>
</tbody>
</table>

Base Rate: $31.95
Vacation, Dues Check Off: $3.78
Taxable Amount: $35.73

FOREMAN’S RATE – Foreman shall receive an additional $2.25 above the scale.

The Foreman rate shall increase on May 1, 2019 to $2.50 per hour providing the employee has an OSHA 30 Certificate and current First Aid & CPR Training

PARKING – Employees shall be reimbursed at the rate up to $10.00 per day. Receipt 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 = 90%</td>
<td>$28.76</td>
</tr>
<tr>
<td>2000 - 3999 hours = 95%</td>
<td>$30.35</td>
</tr>
<tr>
<td>4000 hours = 100% full wages &amp; fringe benefits</td>
<td>$32.54*</td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues

Overtime

All benefits same as above except Local Annuity

Time and a half = $3.72 – Double Time = $4.96