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

Scope of the Agreement:
This agreement shall cover the counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti Ramsey, Scott, Washington and Wright and part of Sherburne County encompassing the city of Elk River

May 8, 2020

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

METRO 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>HEALTH WAGES</th>
<th>IU &amp; PPA PENSION</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>.26</td>
<td>.02</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 $10.00 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 $.25 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% - $23.94</td>
<td>$28.10*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $27.62</td>
<td>$31.78*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $31.31</td>
<td>$35.47*</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