To: Independent Contractors
North Central Tile Layers

Scope of the Agreement:
NORTH CENTRAL: Crow Wing, Cass, Hubbard, Beltrami, Lake of the Wood, Wadena, Itasca, Aitkin, Koochiching, Clearwater

May 10, 2019

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

This is to advise you that the new working agreement calls for a $1.55 increase per hour on May 6, 2019. Please inform your bookkeeping department of the following rates.
The total wage rate effective May 6, 2019 for members of Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>WAGES</th>
<th>HEALTH</th>
<th>HRA</th>
<th>IU &amp; PPA</th>
<th>TILE ANNUITY</th>
<th>LOCAL PENSION</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR.</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>27.15</td>
<td>7.50</td>
<td>1.00</td>
<td>(1.50 + .90)</td>
<td>12.00</td>
<td>0</td>
<td>.30</td>
<td>1.35</td>
<td>.52</td>
<td>.30</td>
<td>.02</td>
<td>52.54</td>
</tr>
</tbody>
</table>

Base Rate: $27.15
Vacation, Dues Check Off: $1.65
Taxable Amount: $28.80

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

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% - $17.65</td>
<td>$19.30*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $20.36</td>
<td>$22.01*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $23.08</td>
<td>$24.73*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues

Final Copy May 9, 2019