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

April 20, 2020

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 $2.20 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>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>27.65</td>
<td>7.97</td>
<td>1.00</td>
<td>(1.50 + 1.05)</td>
<td>13.00</td>
<td>0</td>
<td>.30</td>
<td>1.40</td>
<td>.55</td>
<td>.30</td>
<td>.02</td>
<td>54.74</td>
</tr>
</tbody>
</table>

Base Rate: $27.65  
Vacation, Dues Check Off: $1.70  
Taxable Amount: $29.35

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

APPRENTICESHIP WAGES

<table>
<thead>
<tr>
<th>BASE WAGE</th>
<th>TAXABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1999 hours 65% - $17.97</td>
<td>$19.67*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $20.74</td>
<td>$22.44*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $23.50</td>
<td>$25.20*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues

Sincerely

Douglas B. Schroeder  
President/Secretary-Treasurer  
Bricklayers & Allied Craftworkers  
Local Union 1 Minnesota/North Dakota/South Dakota

FINAL COPY April 20, 2020