Scope of the Agreement:
This agreement shall cover the area as follows: SOUTHWESTERN: Lac Qui Parle, Yellow Medicine, Lincoln, Lyon, Red Wood, Brown, Pipestone, Murray, Cottonwood, Watonwan, Rock, Nobles, Jackson and Martin. WESTERN: Big Stone, Stevens, Pope, Stearns, Swift, Kandiyohi, Meeker, Benton, Chippewa, Renville, McLeod, and Sherburne (Not including the City of Elk River.) NORTHWESTEN MINNESOTA: Becker, Otter Trail, Clay, Norman, Mahnomen, Polk, Pennington, Marshall, Kittson, Red Lake, Roseau, Morrison, Todd, Douglas, Grant, Wilkin, Traverse and that part of Mille Lacs County north of an east-west extension of the border of Isanti County.

May 30, 2019

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
SOUTHWESTERN, WESTERN, NORTHWEST – TILE LAYERS

This is to advise you that the new working agreement calls for a $2.00 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 PENSION</th>
<th>LOCAL PENSION</th>
<th>TILE 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>$33.91</td>
<td>$4.00</td>
<td>$2.00</td>
<td>(1.50 + .90)</td>
<td>0</td>
<td>1.00</td>
<td>1.00</td>
<td>1.22</td>
<td>.46</td>
<td>.30</td>
<td></td>
<td>$46.29</td>
</tr>
</tbody>
</table>

Base Rate: $33.91
Vacation, Dues Check Off: $2.22
Taxable Amount: $36.13

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 - 999 hours = 90% - $30.52</td>
<td>$32.74*</td>
</tr>
<tr>
<td>1000 - 1999 hours = 95% - $32.21</td>
<td>$34.43*</td>
</tr>
<tr>
<td>4000 hours = 100% full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues

Final Copy May 10, 2019