May 23, 2019

To: All Associated General Contractors
    Minnesota Masonry Contractors
    Independent Contractors
    Chapter #8 – Winona Area

Scope of the Agreement:
This agreement shall cover all of Winona and Houston Counties

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

WINONA AREA – BRICKLAYERS, BLOCKLAYERS & POINTERS, CAULKERS, & CLEANERS

This is to advise you that the new working agreement calls for a $2.00 increase per hour on April 29, 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>HEALTH WAGES</th>
<th>$BANK-RPP</th>
<th>HRA</th>
<th>IU &amp; PPA PENSION</th>
<th>LOCAL PENSION</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>FCF</th>
<th>CPI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>37.76</td>
<td>(8.30+1.10)</td>
<td>0</td>
<td>(1.60 + .96)</td>
<td>8.35</td>
<td>1.00</td>
<td>1.54</td>
<td>.62</td>
<td>.30</td>
<td>.02</td>
<td>.10</td>
<td>61.65</td>
</tr>
</tbody>
</table>

Base Rate: $37.76
Vacation, Dues Check Off: $2.54
Taxable Amount: $40.30

FOREMAN’S RATE – Foreman shall receive an additional $4.00 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% - $24.54</td>
<td>$27.08*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $28.32</td>
<td>$30.86*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $32.10</td>
<td>$34.64*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues