May 29, 2019

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
GRAND FORKS AREA – CEMENT MASON

This is to advise you that the new working agreement calls for a $1.50 increase per hour on May 1, 2019. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 1, 2019 for members of Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>WAGES</th>
<th>IU &amp; PPA</th>
<th>LOCAL PENSION</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>23.97</td>
<td>3.65</td>
<td>(1.50 + .90)</td>
<td>8.35</td>
<td>1.00</td>
<td>1.07</td>
<td>.41</td>
<td>.05</td>
</tr>
</tbody>
</table>

Base Rate: $23.97
Vacation, Dues Check Off: $2.07
Taxable Amount: $26.04

FOREMAN’S RATE – Bricklayer Foreman shall receive an additional 10% per hour above the taxable rate - $3.55

Sincerely,

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