To: Independent Tile Contractors – North Dakota

Scope of the Agreement:
This agreement shall cover the State of North Dakota

April 20, 2020

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

This is to advise you that the new working agreement calls for a $.95 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</th>
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<tbody>
<tr>
<td>23.45</td>
<td>3.00</td>
<td>.60</td>
<td>(.22 + .15)</td>
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<td>29.09</td>
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Base Rate: $23.45
Vacation, Dues Check Off: $0.83
Taxable Amount: $24.28

Sincerely,

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

APPRENTICESHIP WAGES
BASE WAGE | TAXABLE
0 - 1999 hours 90% - $21.11 | $21.94*
2000 - 3999 hours 95% - $22.28 | $23.11*
4000 hours full wages & fringe benefits

*Taxable Wage – Includes Vacation and Dues