To: Independent Tile Contractors
Chapter #8, Rochester Area

Scope of the Agreement:
This agreement shall cover the counties of Faribault, Freeborn, Mower, Filmore, Houston, Blue Earth, Waseca, Steele, Dodge, Olmstead, Winona, Nicollet, Sibley, Le Sueur and Wabasha. It shall also include that portion of Rice County that is south of county Road 1 that runs from Montgomery to Dennison. It shall also include that portion of Goodhue County that is south of County Road 9 that runs from Dennison through the town of Goodhue.

November 22, 2019

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

This is to advise you that the new working agreement calls for a $0.50 increase per hour on November 4, 2019. Please inform your bookkeeping department of the following rates.

The total wage rate effective November 4, 2019 for members of Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>WAGES</th>
<th>HEALTH $BANK-RPP</th>
<th>IU &amp; PPA PENSION</th>
<th>LOCAL ANNUITY</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>PROMO</th>
<th>APPR</th>
<th>CPI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>29.83</td>
<td>(3.00+0.00)</td>
<td>1.22</td>
<td>(.47 + .28)</td>
<td>7.48</td>
<td>1.00</td>
<td>1.20</td>
<td>.45</td>
<td>.10</td>
<td>.10</td>
<td>45.33</td>
</tr>
</tbody>
</table>

Base Rate: $29.83
Vacation, Dues Check Off: $2.20
Taxable Amount: $32.03

FOREMAN’S RATE – Foreman shall receive an additional $1.75 above the scale.
PARKING REIMBURSEMENT – $7.00 per day with receipt

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 90% - $26.85</td>
<td>$29.05*</td>
</tr>
<tr>
<td>2000 - 3999 hours 95% - $28.34</td>
<td>$30.54*</td>
</tr>
<tr>
<td>4000 hours = full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues

Final Copy November 22, 2019