To: All Signatory Independent South Dakota Masonry Contractors

Scope of the Agreement:
This agreement shall cover the counties of Beadle, Brookings, Clark, Codington, Day, Deuel, Grant, Hamlin, Hand, Hughes, Hyde, Kingsbury, Marshall, Roberts & Sully

April 29, 2020

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

SOUTH DAKOTA CHAPTER 5 WATERTOWN – BRICKLAYERS & BLOCKLAYERS

This is to advise you that the new working agreement calls for a $1.25 increase per hour on May 1, 2020. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 1, 2020 for members of Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>IU &amp; PPA</th>
<th>WAGES</th>
<th>PENSION</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR.</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>37.58</td>
<td>(1.50 + 1.05)</td>
<td>.82</td>
<td>.41</td>
<td>.10</td>
<td>41.46</td>
</tr>
</tbody>
</table>

Base Rate: $37.58
Vacation, Dues Check Off: $0.82
Taxable Amount: $38.40

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>1st 6 months or 0-999 hours 50% - $18.79</td>
<td>$19.61*</td>
</tr>
<tr>
<td>2nd 6 months or 1000-1999 hours 60% - $22.55</td>
<td>$23.37*</td>
</tr>
<tr>
<td>3rd 6 months or 2000-2999 hours 70% - $26.31</td>
<td>$27.13*</td>
</tr>
<tr>
<td>4th 6 months or 3000-3999 hours 80% - $30.06</td>
<td>$30.88*</td>
</tr>
<tr>
<td>5th 6 months or 4000-4999 hours 90% - $33.82</td>
<td>$34.64*</td>
</tr>
<tr>
<td>6th 6 months or 5000-5999 hours 95% - $35.70</td>
<td>$36.52*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td>*Taxable Wage – Includes Vacation and Dues</td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues

FINAL COPY April 29, 2020