To: All Terrazzo Contractors

Scope of the Agreement:
This agreement shall cover all areas of the states of Minnesota and North Dakota

May 8, 2019

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
TERRAZZO WORKERS - FINISHERS

This is to advise you that the new working agreement calls for a $2.05 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>WAGES</th>
<th>HEALTH</th>
<th>IU &amp; PPA</th>
<th>LOCAL</th>
<th>VAC.</th>
<th>DUES</th>
<th>APPR.</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>25.71</td>
<td>(7.51+1.10)</td>
<td>.25</td>
<td>(1.50 + .90)</td>
<td>8.35</td>
<td>2.50</td>
<td>1.80</td>
<td>.20</td>
</tr>
</tbody>
</table>

Base Rate: $25.71
Vacation, Dues Check Off: $4.30
Taxable Amount: $30.01

BASE MECHANIC PREMIUM – $0.33 per hour over the Finisher scale.

FOREMAN’S PREMIUM - $1.00 per hour over the Terrazzo mechanic’s premium. Effective April 29, 2019 Foreman will receive $2.00 per hour over the Terrazzo Mechanic’s wage, provided they have current First Aid/CPR Certification & completed the OSHA 10 Safety Training.

PARKING – Employees shall be reimbursed at the rate up to $8.00 per day. Receipt required.

Sincerely,

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

Final Copy May 8, 2019