To: All Associated General Contractors
    MN & ND Plaster Contractors
    Independent Contractors
    Chapter #15MN & ND (Former #3 ND)
    Grand Forks, North Dakota Area

March 27, 2017

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

GRAND FORKS AREA – PLASTERERS

This is to advise you that the new working agreement calls for a $1.00 increase per hour on May 1, 2017. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 1, 2017 for members of the Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>IU &amp; PPA LOCAL WAGES</th>
<th>HEALTH</th>
<th>HRA</th>
<th>IU &amp; PPA LOCAL PENSION</th>
<th>IU &amp; PPA LOCAL PENSION</th>
<th>IU &amp; PPA LOCAL VAC.</th>
<th>IU &amp; PPA LOCAL DUES</th>
<th>IU &amp; PPA LOCAL IMI</th>
<th>IU &amp; PPA LOCAL APPRENT</th>
<th>IU &amp; PPA LOCAL TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>22.88</td>
<td>0.00</td>
<td>3.65</td>
<td>(1.50 + .64)</td>
<td>7.60</td>
<td>1.00</td>
<td>1.03</td>
<td>.39</td>
<td>.05</td>
<td>38.74</td>
</tr>
</tbody>
</table>

Base Rate: $22.88
Vacation and Dues Check Off: $2.03
Taxable Amount: $24.91

FOREMAN’S RATE - Bricklayer Foreman shall receive an additional 10% per hour above the taxable rate - $2.49

Sincerely,

Michael J Cook
President / Secretary - Treasurer
Bricklayers and Allied Craftworkers
Local Union 1 Minnesota / North Dakota

APPRENTICESHIP WAGES

<table>
<thead>
<tr>
<th>BASE WAGE</th>
<th>TAXABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1999 hours 65% - $14.87</td>
<td>$16.90 *</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $17.16</td>
<td>$19.19 *</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $19.45</td>
<td>$21.48 *</td>
</tr>
<tr>
<td>6000 hours full wage &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

* Taxable wage - Includes Vacation and Dues