To: All Associated General Contractors
Minnesota Masonry Contractors
Independent Contractors
Chapter #11
Mankato Area

March 3, 2017

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

MANKATO AREA - BRICKLAYERS, BLOCKLAYERS AND P.C.C.’S

This is to advise you that the new working agreement calls for a $1.95 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>HEALTH WAGES</th>
<th>$BANK - RPP</th>
<th>HRA</th>
<th>IU &amp; PPA PENSION</th>
<th>LOCAL PENSION</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>30.11</td>
<td>(8.30 + 1.10)</td>
<td>.25</td>
<td>(1.50 + .64)</td>
<td>7.60</td>
<td>2.60</td>
<td>1.38</td>
<td>.54</td>
<td>.30</td>
<td>.02</td>
<td>54.34</td>
</tr>
</tbody>
</table>

Base Rate: $30.11
Vacation, Dues Check Off: $3.98
Taxable Amount: $34.09

FOREMAN’S RATE: Foreman shall receive an additional $4.00 above the scale.
PARKING – Employees shall be reimbursed $7.00 per day when paid parking is required.
***Parking receipt required. ***

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>0-1,999 Hours = 65% - $19.57</td>
<td>$23.55 *</td>
</tr>
<tr>
<td>2,000-3,999 Hours = 75% - $22.58</td>
<td>$26.56 *</td>
</tr>
<tr>
<td>4,000-5,999 Hours = 85% - $25.59</td>
<td>$29.57 *</td>
</tr>
<tr>
<td>6,000 Hours = 100% - Full Wages &amp; Fringe Benefits</td>
<td></td>
</tr>
</tbody>
</table>

* Taxable wage - Includes Vacation and Dues*