To: All Associated General Contractors
    Minnesota Masonry Contractors
    Grazzini Brothers
    Twin City Tile & Marble

Scope of Agreement
Entire State of Minnesota

February 1, 2018

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

MARBLE MASONS

This is to advise you that the new working agreement calls for a $1.95 increase per hour on May 1, 2018. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 1, 2018 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>LOCAL WAGES</th>
<th>IU &amp; PPA</th>
<th>PENSION</th>
<th>LOCAL PENSION</th>
<th>VAC. DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>34.68</td>
<td>(8.30 + 1.10)</td>
<td>.25</td>
<td>(1.50 + .77)</td>
<td>8.05</td>
<td>2.58</td>
<td>1.50</td>
<td>.60</td>
<td>.30</td>
<td>.02</td>
<td></td>
<td>59.65</td>
</tr>
</tbody>
</table>

Base Rate: $34.68
Vacation, Dues Check Off: $4.08
Taxable Amount: $38.76

FOREMAN'S RATE - Foreman shall receive an additional $3.50 above the scale. Foreman shall receive an additional $.50 ($4.00) after 16 hours of journeyman upgrade training is completed.

SWING PAY – There will be no premium pay for Swing Scaffold work.

PARKING – Employees shall be reimbursed $8.00 per day in downtown Minneapolis & St. Paul and the University of Minnesota Minneapolis & St. Paul Campuses. ***Parking receipt required.***

MASONRY INDUSTRY ADVANCEMENT FUND (MIAF) – Employers will submit an additional $.05 per hour to the MIAF. This will be included on fringe benefit report form and is not considered part of the wage.

Sincerely,

Douglas B. Schroeder

Douglas B. Schroeder
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%</td>
<td>$22.54</td>
</tr>
<tr>
<td>2000 - 3999 hours 75%</td>
<td>$26.01</td>
</tr>
<tr>
<td>4000 - 5999 hours 85%</td>
<td>$29.48</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

* Taxable wage - Includes Vacation and Dues