To: All Associated General Contractors
    Minnesota Masonry Contractors
    Independent Contractors
    Chapter #8 – Albert Lea Area

February 1, 2017

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

ALBERT LEA AREA - BRICKLAYERS, BLOCKLAYERS AND P.C.C.’S

This is to advise you that the new working agreement calls for a $2.50 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</th>
<th>LOCAL WAGES</th>
<th>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>33.30</td>
<td>(8.01 + 1.10)</td>
<td>0</td>
<td>(1.60 + .68)</td>
<td>7.60</td>
<td>1.00</td>
<td>1.42</td>
<td>.56</td>
<td>.30</td>
<td>.02</td>
<td></td>
<td>55.59</td>
</tr>
</tbody>
</table>

Base Rate: $33.30
Vacation, Dues Check Off: $2.42
Taxable Amount: $35.72

FOREMAN’S RATE - Foreman shall receive an additional $4.00 above the scale

Sincerely,

Michael J Cook

Michael J. Cook
President / Secretary – Treasurer
Benefits
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% - $21.65</td>
<td>$24.07 *</td>
</tr>
<tr>
<td>2,000-3,999 Hours = 75% - $24.98</td>
<td>$27.40 *</td>
</tr>
<tr>
<td>4,000-5,999 Hours = 85% - $28.31</td>
<td>$30.73 *</td>
</tr>
<tr>
<td>6,000 Hours = 100% - Full Wage &amp; Fringe Benefits</td>
<td></td>
</tr>
</tbody>
</table>

* Taxable wage - Includes Vacation and Dues

1-2017