To: All Associated General Contractors
MN & ND Masonry Contractors
Independent Contractors
Minot, ND Area
Chapter #15 MN & ND (FKA #2 ND)

April 20, 2017

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA
MINOT AREA - BRICKLAYERS

This is to advise you that the new working agreement calls for a $0.75 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 in the Minot, North Dakota area will be as follows:

<table>
<thead>
<tr>
<th>IU &amp; PPA WAGES</th>
<th>HRA</th>
<th>LOCAL WAGES</th>
<th>IU PENSION</th>
<th>ANNUITY</th>
<th>VACATION</th>
<th>DUES</th>
<th>IMI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>29.71</td>
<td>1.50</td>
<td>(1.50 + .64)</td>
<td>7.60</td>
<td>1.30</td>
<td>1.75</td>
<td>.90</td>
<td>.45</td>
<td>45.35</td>
</tr>
</tbody>
</table>

Base Rate: $29.71
Vacation, Dues Check Off: $2.65
Taxable Amount: $32.36

Bricklayer Foreman shall receive an additional 10% per hour above the taxable rate - $3.24.

Height Pay Rate - Any work over 50 feet in height shall be paid $1.00 per hour over scale. For each additional 50 feet of height $.50 per hour will be added to the hourly rate.

Per Diem – 35-50 miles from home will be $31.00, 50-90 miles from home will be $46.00, and over 90 miles from home will receive $20.00 per night plus hotel and $71.00 for the last day of the work week. BAC Local 1 Members that are riding along in a company vehicle will receive ½ the subsistence, the driver will receive the full subsistence.

Mileage is calculated from the Post Office of Employer’s hometown to the job. The towns of Bismarck, Minot or Dickinson nearest to the Employer’s main office will be considered their hometown.

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% - $19.31</td>
<td>$21.96 *</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $22.28</td>
<td>$24.93 *</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $25.25</td>
<td>$27.90 *</td>
</tr>
</tbody>
</table>

6000 hours full wages & fringe benefits

* Taxable wage - Includes Vacation and Dues

23-2017