To: Independent Tile Contractors - Chapter #8 – Rochester Area

Scope of the Agreement

This agreement shall cover the counties of Faribault, Freeborn, Mower, Filmore, Houston, Blue Earth, Waseca, Steele, Dodge, Olmsted, Winona, Nicollet, Sibley, Le Sueur and Wabasha. It shall also include that portion of Rice County that is south of County Road 1 that runs from Montgomery to Dennison. It shall also include that portion of Goodhue County that is south of County Road 9 that runs from Dennison through the town of Goodhue.

February 1, 2018

This is to advise you that the new working agreement calls for a $1.35 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>IU (&amp;PPA) PENSION</th>
<th>LOCAL ANNUITY</th>
<th>VAC. DUES</th>
<th>IMI</th>
<th>Tile Promo</th>
<th>APP</th>
<th>CPI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>21.32</td>
<td>(3.00 – 0.00)</td>
<td>0</td>
<td>(.22+.11)</td>
<td>1.49</td>
<td>1.00</td>
<td>.88</td>
<td>.29</td>
<td>.10</td>
<td>.20</td>
<td>.10</td>
</tr>
</tbody>
</table>

Base Rate: $21.32
Vacation, Dues Check Off: $1.88
Taxable Amount: $23.20

Parking Reimbursement - $7.00 per day with receipt

Sincerely,

Douglas B. Schroeder
President / Secretary-Treasurer
Bricklayers and Allied Craftworkers
Local Union 1 Minnesota / North Dakota

APPRENTICESHIP
0-999 Hours = 70% $14.92 $16.80 *
1,000-1,999 Hours = 75% $15.99 $17.87 *
2,000-2,999 Hours = 80% $17.06 $18.94 *
3,000-3,999 Hours = 85% $18.12 $20.00 *
4,000 Hours = 100% Full Wage & Fringe Benefits

Finishers with Tile Layer Permit
90 Days $26.40 $28.28

*Taxable wage – Includes Vacation and Dues*

*Permit Workers shall have Full Finisher Benefits*