To: Independent Tile Contractors - Chapter #28 – Rochester Area

Scope of the Agreement
This agreement shall cover the counties of Faribault, Freeborn, Mower, Fillmore, 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, 2017

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA
ROCHESTER AREA – TILE LAYERS

This is to advise you that the new working agreement calls for a $1.65 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>IU &amp;PPA BANK – RPP</th>
<th>IU &amp;PPA HRA</th>
<th>LOCAL PENSION</th>
<th>LOCAL ANNUITY</th>
<th>LOCAL VAC.</th>
<th>LOCAL DUES</th>
<th>LOCAL IMI</th>
<th>Promo</th>
<th>APP</th>
<th>CPI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>29.33</td>
<td>(3.00 + 0.00)</td>
<td>.25</td>
<td>(0.47+.19)</td>
<td>4.86</td>
<td>1.00</td>
<td>1.12</td>
<td>.41</td>
<td>.10</td>
<td>.20</td>
<td>.10</td>
<td>41.03</td>
</tr>
</tbody>
</table>

Base Rate: $29.33
Vacation, Dues Check Off: $ 2.12
Taxable Amount: $31.45

FOREMAN’S RATE - Foreman shall receive an additional $1.75 above the scale
Parking Reimbursement - $7.00 per day with receipt

Sincerely,

Michael J. Cook
President / Secretary-Treasurer
Bricklayers and Allied Craftworkers
Local Union 1 Minnesota / North Dakota

APPRENTICESHIP WAGES (Taxable)
0-1999 Hours = 90% $26.40 $28.52 *
2,000-3,999 Hours = 95% $27.86 $29.98 *
4,000 Hours = 100% Full Wage & Fringe Benefit

*Taxable wage – Includes Vacation and Dues*