Scope of the Agreement
This agreement shall cover all Mower County and the Eastern part of Freeborn County East of a line running North and South from Geneva to Gordonsville.

February 1, 2017

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

AUSTIN AREA – CEMENT MASONS

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>IU &amp; PPA PENSION</th>
<th>LOCAL PENSION</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APP</th>
<th>FCF</th>
<th>CPI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>34.00</td>
<td>(8.01 + 1.10)</td>
<td>0</td>
<td>7.60</td>
<td>1.00</td>
<td>1.42</td>
<td>.56</td>
<td>.30</td>
<td>.02</td>
<td>.10</td>
</tr>
</tbody>
</table>

Base Rate: $34.00
Vacation, Dues Check Off: $2.42
Taxable Amount: $36.42

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

Sincerely,

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

3-2017