To: All Associated General Contractors
Minnesota Tile Contractors
Independent Contractors
Chapter #3
Duluth Area

February 1, 2018

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA

DULUTH AREA – TILED LAYERS

This is to advise you that the new working agreement calls for a $1.40 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>IU &amp; PPA (5.91 + 1.10)</th>
<th>HRA (1.50 + .77)</th>
<th>LOCAL PENSION</th>
<th>LOCAL ANNUITY</th>
<th>VAC. DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>24.24</td>
<td>1.21</td>
<td>8.05</td>
<td>5.10</td>
<td>.50</td>
<td>1.15</td>
<td>.20</td>
<td>.02</td>
<td></td>
<td>50.25</td>
</tr>
</tbody>
</table>

Base Rate: $24.24  
Vacation, Dues Check Off: $1.65  
Taxable Amount: $25.89

Foreman shall receive an additional $1.00 above the scale.

Sincerely,

Douglas B. Schroeder

Douglas B. Schroeder
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 90% - $21.82</td>
<td>$23.47*</td>
</tr>
<tr>
<td>2000 - 3999 hours 95% - $23.03</td>
<td>$24.68*</td>
</tr>
<tr>
<td>4000 hours full wage &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

* Taxable wage = Includes Dues*