Scope of the Agreement – This agreement shall cover the counties of Hubbard, Becker, Ottertail, Clay, Cass, Wadena, Clearwater, Beltrami, Koochiching, Lake of the Woods, Norman, Mahnomen, Polk, Pennington, Marshall, Kittson, Red Lake, Roseau, Todd, Douglas, Grant, Wilkin, Traverse, Pope, Stevens, Chippewa and Swift.

February 1, 2018

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA
NORTHWEST MINNESOTA AREA CEMENT MASONs

This is to advise you that the new working agreement calls for a $1.95 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 $BANK - RPP</th>
<th>IU &amp;PPA HRA</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>28.58</td>
<td>(8.51 + 1.10)</td>
<td>1.00</td>
<td>(1.50 + .77)</td>
<td>8.05</td>
<td>1.00</td>
<td>1.50</td>
<td>1.38</td>
<td>.54</td>
<td>.20</td>
</tr>
</tbody>
</table>

Base Rate: $28.58
Vacation, Dues Check Off: $2.88
Taxable Amount: $31.46

FOREMAN - Cement Mason Foreman shall receive an additional $.50 per hour above the scale.

Sincerely,

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

6-2018