Bricklayers and Allied Craftworkers

Local Union 1 Minnesota / North Dakota

312 Central Avenue, Suite 328
Minneapolis, Minnesota 55414

“Building For the Future”

TELEPHONE: 612/379-2966
FAX: 612/379-8754

MICHAEL J COOK
President/Secretary-Treasurer

Scope of the Agreement
This agreement shall cover all of the part of St. Louis County, south of a line between townships 54 and 55 (two miles north of Cotton), also the eastern half of Aitkin County on a line with the northeast boundary line of Mille Lacs County, also Carlton, Lake, Cook, Pine and Kanabec.

February 1, 2017

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA / NORTH DAKOTA
DULUTH AREA – BRICKLAYERS, BLOCKLAYERS AND P.C.C.’S

This is to advise you that the new working agreement calls for a $1.95 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>$BANK – RPP</th>
<th>IU &amp; PPA HRA</th>
<th>LOCAL PENSION</th>
<th>DUL</th>
<th>DUL</th>
<th>ANNUAL</th>
<th>VACUUM</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>30.64</td>
<td>(9.16 + 1.10)</td>
<td>0</td>
<td>(1.50 + .64)</td>
<td>7.60</td>
<td>2.85</td>
<td>2.00</td>
<td>1.31</td>
<td>.58</td>
<td>.30</td>
<td>.02</td>
<td></td>
<td>57.70</td>
</tr>
</tbody>
</table>

Base Rate: $30.64
Vacation, Dues Check Off: $3.31
Taxable Amount: $33.95

FOREMAN RATE - The NEW Foreman rate shall be an additional $3.75 above the scale.
REFRACTORY - The Refractory Base Wage rate shall be $32.14 with above fringe benefits.
VACATION PAY - Vacation Pay shall be pyramided in all overtime pay. Time and one-half = $3.00
Double-time = $4.00

Sincerely,

Michael J Cook

Michael J. Cook
President / Secretary - Treasurer
Bricklayers and Allied Craftworkers
Local Union 1 Minnesota / North Dakota
8 – 2017

APPRENTICE WAGES

<table>
<thead>
<tr>
<th>BASE WAGE</th>
<th>TAXABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1999 hours 65% - $19.92</td>
<td>$23.23*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $22.98</td>
<td>$26.29*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $26.04</td>
<td>$29.35*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits *</td>
<td>Taxable wage - Includes Vacation and Dues</td>
</tr>
</tbody>
</table>