June 1, 2020

CORRECTED HEALTH FUND RATE 6-9-2020
THIS WILL DECREASE THE BASE RATE BY $0.05 PER HOUR

TO: BUILDING & RESIDENTIAL CEMENT MASON CONTRACTORS
LOCAL 599 AREA 558

RE: NEW TRAINEE WAGE RATES LOCAL 599 AREA 558
MILWAUKEE, KENOSHA, OZAUKEE, RACINE, WASHINGTON AND WAUKESHA
COUNTIES. COMPANIES WITH EXTENDED AGREEMENTS ALSO HAVE: DODGE,
FOND DU LAC, JEFFERSON, SHEBOYGAN AND WALWORTH COUNTIES

Effective June 1, 2020, the Cement Finishers total package increased $1.78, from $59.37 to
$61.15. The Funds have been allocated as follows: The Health and Welfare Fund increased
$0.25 per hour, from $8.55 to $8.80 per hour, the Pension Fund has remained the same, $13.46
per hour, the Apprenticeship Fund has increased $0.10 per hour, from $0.63 to $0.73 per hour,
the IAP/CLMC Funds have remained the same, $0.17 per hour. Our working dues have remained
the same, $2.37 per hour. The Base Rate has increased $1.43 per hour, from $36.56 to $37.99
per hour.

The following rates will apply for CEMENT MASON TRAINEES
June 1, 2020 - May 31, 2021

BASE RATE $37.99 PER HOUR.

<table>
<thead>
<tr>
<th></th>
<th>H&amp;W</th>
<th>PENSION***</th>
<th>APP</th>
<th>IAP/CA</th>
<th>UNION/CLMC</th>
<th>WD*</th>
<th>TOTAL</th>
<th>SATAP**</th>
</tr>
</thead>
<tbody>
<tr>
<td>70% of Base Rate</td>
<td>$26.59</td>
<td>8.80</td>
<td>9.42</td>
<td>.73</td>
<td>.14</td>
<td>.03</td>
<td>-2.37</td>
<td>$45.71</td>
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<tr>
<td>1st 6 month period</td>
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<tr>
<td>75% of Base Rate</td>
<td>$28.49</td>
<td>Same</td>
<td>10.10</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>$48.29</td>
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<tr>
<td>2nd 6 month period</td>
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<tr>
<td>80% of Base Rate</td>
<td>$30.39</td>
<td>Same</td>
<td>10.77</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>$50.86</td>
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<tr>
<td>3rd 6 month period</td>
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<tr>
<td>85% of Base Rate</td>
<td>$32.29</td>
<td>Same</td>
<td>11.44</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>$53.43</td>
</tr>
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<td>4th 6 month period</td>
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<tr>
<td>90% of Base Rate</td>
<td>$34.19</td>
<td>Same</td>
<td>12.11</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>$56.00</td>
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<td>5th 6 month period</td>
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<tr>
<td>95% of Base Rate</td>
<td>$36.09</td>
<td>Same</td>
<td>12.79</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>Same</td>
<td>$58.58</td>
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<td>6th 6 month period</td>
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</table>

* WORKING DUES CONTRIBUTION IS DEDUCTED FROM BASE RATE AFTER TAXES.
**SATAP drug program is strictly Contractor contributions, is not part of the negotiated
wage, is not to be deducted from the total package, and is to be remitted with Health and
Welfare remittances.

***The pension contribution rate for a Trainee shall be at the same percentage rate of the full
contribution rate as his/her percentage of the full journeyman wage rate under 17.8(a), unless the
Trainee has previously been a participant in the Pension Fund. If the Trainee has previously been
a participant in the Pension Fund, the Employer shall contribute at the full contribution rate for the
employee.

In addition to the above scale, the other working conditions and fringe benefit contributions as set
forth in the contract apply. After the sixth six month period, the Trainee is a full-fledged
Journeyperson, and is to receive the prevailing Journeyperson wage rate. Such Trainees are
examined at least once a year by the examining board of the Union to determine their rate of
progress and to determine if each individual Trainee is a burden on the Employer or the Cement
Mason on the job.

Total package wage rates shall increase effective: June 3, 2019 $1.73, June 1, 2020 $1.78,
May 31, 2021 $1.68, May 31, 2022 to be negotiated.

PLEASE CALL 414-354-0599 WITH ANY QUESTIONS