OUTSIDE ERECTING AGREEMENT
(Independent)

WAGE RATES
May 1, 2019 – April 30, 2020

Effective **May 1, 2019** - $2.10 increase per hour, $1.30 to Rate, $.20 to Vac, $.30 to H&W, $.25 to Pen, $.05 to TR/App

<table>
<thead>
<tr>
<th>RATE</th>
<th>VAC(^1)</th>
<th>H&amp;W</th>
<th>PEN</th>
<th>TR/APP</th>
<th>LECET</th>
<th>FCF(^2)</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>$35.16</td>
<td>$2.50</td>
<td>$8.15</td>
<td>$9.67</td>
<td>$0.37</td>
<td>$0.08</td>
<td>$0.02</td>
<td>$55.95</td>
</tr>
</tbody>
</table>

**Labor Foreman:** $3.00 above classification in which employed.

**General Foreman:** $2.00 above Labor Foreman wage rate.

Employees assigned to the wall mounted saw will be paid fifty cents (50¢) an hour above the base rate.

**Parking** - Employees with paid receipts shall be reimbursed up to $10.00 per day for parking in downtown Minneapolis, downtown St. Paul and the University of Minnesota.

Effective May 1, 2020 - $2.05 increase per hour, allocations TBD
Effective May 1, 2021 - $2.00 increase per hour, allocations TBD

\(^1\) Vacation is to be considered a taxable wage and shall be paid for all hours worked and used in the calculation of overtime and premium time for Sundays and holidays.

\(^2\) Fair Contracting Foundation