

## **LETTER OF UNDERSTANDING**

The Letter of Understanding is entered into between the MCA, ACEA and AGC ("Associations") and the Bricklayers District Council of Wisconsin and its Local No. 8 ("BAC").

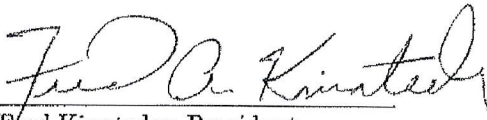
The Associations and the BAC agree to amend the last sentence of Section 10.6(a) of the 2007-2012 Labor Agreement between the parties. The amend sentence shall read:

For each training program of four hours or less the craftworker attends and successfully completes, they shall receive a \$25.00 bonus from the Milwaukee JATC Fund; for each training program of more than four hours the craftworker attends and successfully completes, they shall receive a \$50.00 bonus (provided that they are not reimbursed by their employer).

All other terms and conditions of the Labor Agreement shall remain in full force and effect.

Dated this First day of June 2010

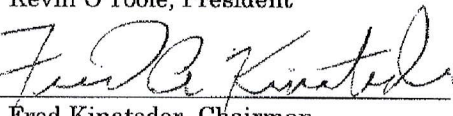
MASON CONTRACTORS ASSOCIATION OF  
MILWAUKEE, INC.

By   
Fred Kinatader, President

\_\_\_\_\_  
Anthony Arteaga, Secretary

ALLIED CONSTRUCTION EMPLOYERS  
ASSOCIATION

\_\_\_\_\_  
Kevin O'Toole, President

  
Fred Kinatader, Chairman  
Bricklayers Bargaining Committee

ASSOCIATED GENERAL CONTRACTORS  
OF GREATER MILWAUKEE, INC.

By: \_\_\_\_\_  
David Jones, President

INTERNATIONAL UNION OF BRICKLAYERS  
AND ALLIED CRAFTWORKERS LOCAL #8  
DISTRICT COUNCIL OF WISCONSIN

By   
Jeffery Leckwee, Director

\_\_\_\_\_  
Frederick Hultquist

\_\_\_\_\_  
Raymond Wersel

\_\_\_\_\_  
Dennis Doherty

\_\_\_\_\_  
Chuck Hutchins

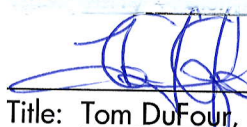
2007 – 2012 Agreement between International Union of Bricklayers and  
Allied Craftworkers Local No. 8, District Council of Wisconsin (BAC)  
and  
Mason Contractors of Milwaukee, Inc. (MCA),  
the Allied Construction Employers Association, Inc. (ACEA)  
and the Associated General Contractors of Greater Milwaukee (AGC)

For the period June 1, 2011 through May 31, 2012, the BAC District Council of Wisconsin, its affiliated Local #8, and MCA, ACEA and AGC agree to be bound by all terms and conditions of 2007 – 2012 Agreement between the Union and the MCA, ACEA and AGC, with the following amendment:


Duration of Agreement shall be amended to provide that the Agreement shall be in full force and effect until May 31, 2013. The parties may by mutual written agreement extend the contract to 2014.

Article VI, WAGES, shall be amended to read as follows: fifty cents (\$0.50) per hour effective June 7, 2011, and the remaining \$1.45 to be allocated in May of 2012 with the option of extending the contract to 2014, by mutual written consent.

Mason Contractors Association of Milw

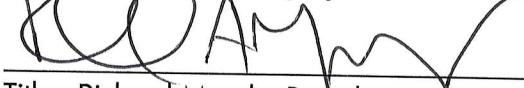
  
\_\_\_\_\_  
Title: Tom DuFour, Secretary


BAC District Council of Wisconsin

  
\_\_\_\_\_  
Title: \_\_\_\_\_ Director \_\_\_\_\_

\_\_\_\_\_  
Title: \_\_\_\_\_ Director \_\_\_\_\_

Allied Construction Employers Association

  
\_\_\_\_\_  
Title: Richard Murphy, President

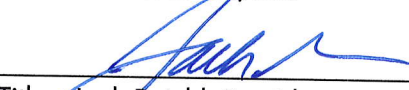
  
\_\_\_\_\_  
Title: Fred Kinatader, Chairman  
Bricklayers Bargaining Committee

\_\_\_\_\_  
Title: \_\_\_\_\_ Director \_\_\_\_\_

\_\_\_\_\_  
Title: \_\_\_\_\_ Director \_\_\_\_\_

Date: 5-31-11

Associated General Contractors of  
Greater Milwaukee, Inc.

  
\_\_\_\_\_  
Title: Jack Reichl, President

Date: 5/23/11