

**DISTRIBUTION AGREEMENT (DCA) WAGE RATES  
EFFECTIVE JUNE 1, 2016**

GENERAL LABORER CLASSIFICATION										
	INCREASE	BASE WAGE	HEALTH	PENSION	WORKING DUES	VACATION	APPRENTICESHIP & TRAINING	TOTAL PACKAGE	**LMCT-DCA	***LEBPCT
<b>ZONE 1</b>	\$1.30	\$21.13	\$8.05	\$11.10	*-\$1.13	*-\$0.66	\$0.24	\$40.52	\$0.05	\$0.05
Milwaukee, Ozaukee, Washington & Waukesha Counties										
<b>ZONE 2</b>	\$1.30	\$21.13	\$8.05	\$10.08	*-\$1.13	*-\$0.66	\$0.24	\$39.50	\$0.05	\$0.05
Kenosha & Racine Counties										
<b>ZONE 3</b>	\$1.30	\$22.34	\$8.05	\$7.66	*-\$1.13	\$ -	\$0.24	\$38.29	\$0.05	\$0.05
Dane County										
<b>ZONE 4</b>	\$1.30	\$21.14	\$8.05	\$7.66	*-\$1.13	\$ -	\$0.24	\$37.09	\$0.05	\$0.05
Balance of State										
<b>Foreman &amp; Leadman: \$1.50 over General Laborer Classification</b>										
<b>Flag Person Rate: 80% of base rate + 100% fringe benefits</b>										
*Minus sign on Vacation/Working Dues indicates amount to be deducted from base rate after tax deduction										
**Labor-Management Cooperation Trust (strictly a contractor contribution, not part of the total package)										
***Laborers-Employers Benefit Plan Collection Trust (strictly a contractor contribution, not part of the total package)										
<b>Remit All Funds to:</b>							<b>***Overnight Delivery Address***</b>			
Laborers-Employers Benefit Plan Collection Trust							Attn: Lockbox Department #94491			
P.O. Box 94491							Amalgamated Bank of Chicago			
Chicago, IL 60690-4491							One West Monroe Street			
							4th Floor			
							Chicago, IL 60603			