

## DISTRIBUTION AGREEMENT (DCA) WAGE RATES EFFECTIVE JUNE 1, 2021

GENERAL LABORER CLASSIFICATION										
	TOTAL PACKAGE INCREASE	BASE WAGE	HEALTH	PENSION	WORKING DUES	VACATION	APPRENTICESHIP & TRAINING	TOTAL PACKAGE	**LMCT-DCA	***LEBPCT
<b>ZONE 1</b>	\$1.50	\$26.07	\$8.95	\$12.20	*-\$1.18	*-\$0.66	\$0.33	\$47.55	\$0.08	\$0.07
Milwaukee, Ozaukee, Washington & Waukesha Counties			\$8.60 health \$0.35 HRA							
<b>ZONE 2</b>	\$1.46	\$25.74	\$8.95	\$11.33	*-\$1.18	*-\$0.66	\$0.33	\$46.35	\$0.08	\$0.07
Kenosha & Racine Counties			\$8.60 health \$0.35 HRA							
<b>ZONE 3</b>	\$1.41	\$26.75	\$8.95	\$8.90	*-\$1.18	\$ -	\$0.33	\$44.93	\$0.08	\$0.07
Dane County			\$8.60 health \$0.35 HRA							
<b>ZONE 4</b>	\$1.37	\$25.36	\$8.95	\$8.90	*-\$1.18	\$ -	\$0.33	\$43.54	\$0.08	\$0.07
Balance of State			\$8.60 health \$0.35 HRA							
<b>Foreman &amp; Leadman: \$1.50 over General Laborer Classification</b>										
<b>Flag Person Rate: 80% of base rate + 100% fringe benefits</b>										
<b>CDL Premium: \$1.00 premium pay over scale, pay applies for all hours on the day a laborer drives a vehicle that requires a CDL. No drive, no premium pay</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>***Overnight Delivery Address***</b>			
<b>Remit All Funds to:</b>							Attn: Lockbox Department #94491			
Laborers-Employers Benefit Plan Collection Trust							Amalgamated Bank of Chicago			
P.O. Box 94491							One West Monroe Street			
Chicago, IL 60690-4491							4th Floor			
							Chicago, IL 60603			