

**DISTRIBUTION AGREEMENT (DCA) WAGE RATES
EFFECTIVE JUNE 1, 2023**

GENERAL LABORER CLASSIFICATION											
	TOTAL PACKAGE INCREASE	BASE WAGE	HEALTH	PENSION	WORKING DUES	VACATION	APPRENTICESHIP & TRAINING	WI LECET	TOTAL PACKAGE	**LMCT-DCA	***LEBPCT
ZONE 1	\$1.90	\$28.45	\$9.70	\$12.70	*-\$1.22	*-\$0.66	\$0.35	\$0.10	\$51.30	\$0.08	\$0.09
Milwaukee, Ozaukee, Washington & Waukesha Counties			\$9.35 health \$0.35 HRA								
ZONE 2	\$2.30	\$28.45	\$9.70	\$12.30	*-\$1.22	*-\$0.66	\$0.35	\$0.10	\$50.90	\$0.08	\$0.09
Kenosha & Racine Counties			\$9.35 health \$0.35 HRA								
ZONE 3	\$1.90	\$29.33	\$9.70	\$9.20	*-\$1.22	\$ -	\$0.35	\$0.10	\$48.68	\$0.08	\$0.09
Dane County			\$9.35 health \$0.35 HRA								
ZONE 4	\$1.90	\$27.94	\$9.70	\$9.20	*-\$1.22	\$ -	\$0.35	\$0.10	\$47.29	\$0.08	\$0.09
Balance of State			\$9.35 health \$0.35 HRA								
Foreman & Leadman: \$1.50 over General Laborer Classification											
Flag Person Rate: 80% of base rate + 100% fringe benefits											
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											
*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)											
****Future total package increase: June 1, 2024 \$1.95 *Zone 2 will receive an additional \$0.40 over for 2024											
Remit All Funds to:							***Overnight Delivery Address***				
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				