

Wisconsin Laborers' Wages/Fringe Benefits

Base Wage: The minimum wage due to Laborers, based on work location

Health: Employer paid contribution - Health insurance, plus HRA contribution

Pension: Employer paid contribution

Working Dues: Considered a taxable fringe benefit. If working dues amount is a negative number, it is a deduction taken off base wage after taxes. If working dues amount is positive, it has to be added to base wage, taxed, then deducted post-tax.

Vacation: Treated the same as Working dues – negative is a deduct from base wage after taxes, positive is added to base wage, taxed, then deducted post-tax.

Apprenticeship/Training: Employer paid contribution. Funds are used to operate the Laborers' Training Center and manage Laborers' Apprenticeship program.

LECET (Laborers-Employers Cooperation and Education Trust): Employer paid contribution, funds used for marketing and promoting the use of union labor and Labor-Management relations.

Other ancillary funds: TEF, CAF, IIP, IAP, CA, SATAP (Drug Testing) – Employer paid contributions not included in total package, but required per the collective bargaining agreements. Further explanation for the other ancillary funds can be accessed by contacting the contractor's association that negotiates the CBA.

Fringe benefits are paid per hour worked, 40 hours worked = 40 hours due for each fringe benefit. There is one exception: Under the Local 113 Kenosha/Racine Building (TCCA) Agreement, pension, working dues and vacation contributions are based on hours paid. Any hours paid at time and one-half or double time require pension, dues and vacation to also be paid at the same time and one-half or double time rate.

Wages and fringe benefits are paid based on work location despite which local your employee(s) is a member of. Example: If a Local 464 and a Local 113 Laborer are working on a building project in Marathon County, they are both paid at Local 268 Building rates.

Wisconsin vacation contributions are automatically returned to members twice per year – in June and December. Minnesota vacation payouts are upon request only, call MN Laborers District Council for more info: 651-653-9776

Fringe benefit remittance: Remittance addresses can be found on the Laborers website - www.liunawisconsin.org. Online reporting is available for the Laborers' Fringe Benefit Funds and the Milwaukee Building Trades Pension Fund. Please call for online access:

WI Laborers' Fringe Benefit Funds: 608-842-9102

Milwaukee Building Trades Pension: 800-433-8570

Fringe benefits are due by the 15th of the following month. Example: fringe contributions for May hours are due by the 15th of June. Late payments will automatically be assessed late fees.

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The Laborers' Fringe Benefit Funds and Milwaukee Building Trades Pension Fund conduct periodic audits on your payroll records to determine whether all required fringe benefits have been paid. The Laborers' Fringe Benefit Funds employ an independent, third-party auditor named Combined Crafts to conduct audits. The Milwaukee Building Trades Pension Fund has their own internal audit program. Your company's first audit will likely occur approximately 6 months after you become signatory with the Laborers Union. After that point, you will most likely be audited every 12 to 24 months.

Questions? Please call the WI Laborers' Fringe Benefit funds: 800-397-3373 or Wisconsin Laborers' District Council: 608-846-8242