

DISTRIBUTION AGREEMENT (DCA) WAGE RATES

EFFECTIVE JUNE 1, 2025

GENERAL LABORER CLASSIFICATION											
	TOTAL PACKAGE INCREASE	BASE WAGE	HEALTH	PENSION	WORKING DUES	VACATION	APPRENTICESHIP & TRAINING	WI LECET	TOTAL PACKAGE	**LMCT-DCA	***LEBPCT
ZONE 1	\$2.40	\$31.05	\$10.80	\$13.20	*-\$1.22	*-\$0.66	\$0.42	\$0.18	\$55.65	\$0.08	\$0.11
Kenosha, Milwaukee, Ozaukee, Racine, Washington and Waukesha Counties			\$10.45 health \$0.35 HRA								
ZONE 2	\$2.28	\$32.76	\$10.80	\$8.75	*-\$1.22	\$ -	\$0.42	\$0.18	\$52.91	\$0.08	\$0.11
Dane County			\$10.45 health \$0.35 HRA								
ZONE 3	\$2.22	\$31.31	\$10.80	\$8.75	*-\$1.22	\$ -	\$0.42	\$0.18	\$51.46	\$0.08	\$0.11
Balance of State			\$10.45 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)											
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				