

**DISTRIBUTION AGREEMENT (DCA) WAGE RATES  
EFFECTIVE JUNE 1, 2026**

**GENERAL LABORER CLASSIFICATION**

	TOTAL PACKAGE INCREASE	BASE WAGE	HEALTH	PENSION	WORKING DUES	VACATION	APPRENTICESHIP & TRAINING	WI LECET	TOTAL PACKAGE	**LMCT-DCA	***LEBPCT
<b>ZONE 1</b>	\$2.50	\$32.44	\$11.10	\$13.96	*-\$1.35	*-\$0.66	\$0.46	\$0.19	\$58.15	\$0.08	\$0.11
Kenosha, Milwaukee, Ozaukee, Racine, Washington and Waukesha Counties			\$10.70 health \$0.35 HRA \$0.05 LIUNA LEAN								
<b>ZONE 2</b>	\$2.38	\$34.54	\$11.10	\$9.00	*-\$1.35	\$ -	\$0.46	\$0.19	\$55.29	\$0.08	\$0.11
Dane County			\$10.70 health \$0.35 HRA \$0.05 LIUNA LEAN								
<b>ZONE 3</b>	\$2.32	\$33.03	\$11.10	\$9.00	*-\$1.35	\$ -	\$0.46	\$0.19	\$53.78	\$0.08	\$0.11
Balance of State			\$10.70 health \$0.35 HRA \$0.05 LIUNA LEAN								
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<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				