

FRINGE BENEFITS

PLEASE COMPLETE THIS FORM AND RETURN IT TO THE ADDRESS BELOW.

- FRINGE BENEFITS ARE ALL PAID IN CASH TO THE EMPLOYEE.
- FRINGE BENEFITS ARE PAID IN CASH AND TO THE BENEFIT PROGRAMS LISTED BELOW.
- FRINGE BENEFITS ARE ALL PAID TO THE FOLLOWING BENEFIT PROGRAMS:

HEALTH & WELFARE PLAN: _____

ADDRESS: _____

PENSION PLAN: _____

ADDRESS: _____

APPRENTICESHIP PROGRAM: _____

YOUR COMPANY IS: UNION NON-UNION

YOUR COMPANY PAYS ALL EMPLOYEES: WEEKLY BI-WEEKLY

FORWARD A BLANK FORM TO EACH SUBCONTRACTOR ON THE PROJECT FOR COMPLETION. RETURN ALL FORMS TO:

Carmel O'Connor, Prevailing Wage Specialist
Elford, Inc.

CONTRACTOR'S NAME: _____

ADDRESS: _____

PROJECT NAME: Rise Center Reno - Elford Project 230249

ALLOWABLE FRINGE BENEFITS

The rate of costs to the contractor or subcontractor which may be reasonably anticipated in providing the following fringe benefits to laborers and mechanics pursuant to an enforceable commitment to carry out a financially responsible plan or program which was communicated in writing to the laborers and mechanics affected:

- a) Medical or hospital care or insurance to provide such;
- b) Pensions on retirement or death or insurance to provide such;
- c) Compensation for injuries or illnesses resulting from occupational activities if it is in addition to that coverage required by Chapters 4121. and 4123. of the Revised Code;
- d) Supplemental unemployment benefits that are in addition to those required by Chapter 4141. of the Revised Code;
- e) Life insurance;
- f) Disability and sickness insurance;
- g) Accident insurance;
- h) Vacation and holiday pay;
- i) Defraying of costs for apprenticeship or other similar training programs which are beneficial only to the laborers and mechanics affected;
- j) Other bona fide fringe benefits.

None of the benefits enumerated in this section may be considered in the determination of prevailing wages if Federal, State, or local law requires contractors or subcontractors to provide any of such benefits.

For example:

The unemployment benefits and the worker's compensation benefits required by law are **NOT** allowable as benefits for prevailing wage computation. If there are other insurance plans for compensation upon unemployment or injury those may possibly be allowable.