

FREQUENTLY ASKED QUESTIONS

Where do my fringe benefit dollars go?

Your fringe benefits are deposited into a supplemental unemployment benefit plan (SUB) trust. The plan then pays out benefits to you when work is unavailable. This could be a “short” week or during a temporary or seasonal layoff.

How much do I receive when I am laid off?

The plan pays out at your regular rate of pay times the amount of hours work was unavailable to you. For example, if your shop rate is \$18 per hour and you are short 10 hours of work, you will receive a benefit check for \$180 less taxes.

What taxes are withheld from my benefit checks?

Federal taxes at the rate of 22% are withheld from your benefit checks. Since the benefits are supplemental unemployment benefits no FICA taxes are withheld or due. In states where unemployment benefits are not taxed you pay no state taxes on the benefits. You will receive a W2 from the plan at the end of the year.

May I collect state unemployment benefits while collecting from the SUB plan?

Yes. You may collect full state UC benefits while collecting from the SUB plan. SUB plan benefits may be reduced by the amount of your state benefits.

Where is my money invested?

Your contributions in the plan are currently in Fulton Bank money market accounts. Any interest earned on your contributions in the plan will be credited to your account on a quarterly basis.

What are the fees to participate in the plan?

There is an administrative fee withheld from your contributions into the plan and a monthly TPA (third party administrator) fee of \$5.75. These fees are offset by the benefits’ exemption of FICA tax and in some cases, the exemption of state income tax. Most employees find that they net more money through the plan than if they received the money as cash wages.

How do I know how much money I have in my account?

You will receive a quarterly statement from the plan which will show your contributions and distributions during the current period. You may also call or email the TPA at any time to check on your current balance.

How do I apply for benefits?

Applying for benefits is easy and you have several options. You may apply online at www.contractorbenefitsgroup.com, by fax 717-293-8560, or by mail at Bertz, Hess & Co, LLP, Attention: Payroll Department, 36 East King Street, Lancaster, PA 17602.

Refer to your summary plan description (SPD) for further information. The SPD is the final word on the plan rules and regulations. These FAQ’s are not meant to override the guidelines in the SPD.



PREVAILING WAGE POLICY

AND INFORMATION

PREVAILING WAGE POLICY AND INFORMATION

To fully comply with federal law we have selected The Contractors Advantage Plan (The Plan) administered by Contractor Benefits Group to provide you with a qualified benefit when you work on federal Davis Bacon and state and local prevailing wage projects.

The Contractors Advantage Plan is a DOL approved plan that holds the fringe portion of your prevailing wage compensation in trust and pays cash supplemental unemployment benefits to you when you have breaks in service. The trust is fully insured and administered by a bonded third party administrator (TPA).

Since the plan starts paying benefits to you within days of layoff, the plan provides you with a financial bridge between periods of employment, as well as between the time you are laid off and the time you start receiving state unemployment benefits.

When you experience a break in employment you will begin to receive the balance that has accumulated in your account. You will be issued a check weekly for an amount equal to 40 hours times your rate of pay in the preceding period. You will receive a check every week until your account balance has been fully paid to you or until you return to work.

If your account balance is less than the amount determined by the foregoing formula, you will receive the amount of your balance in one check.

22% federal withholding will be deducted from each benefit check and you will receive a W2 at year end reflecting the payment of benefits.

If you are also eligible to receive state unemployment benefits, receiving benefits from The Plan does not affect your state benefits. You can receive your plan benefits before, after, or during the time you are receiving state benefits. However, you must be laid off and not terminate your own employment to be eligible to receive The Plan benefits.

The Plan charges are minimal and include administrative and TPA fees. These fees are offset by your benefits' exemption from FICA (7.65%) and the fact that Pennsylvania (3.07%) does not tax unemployment benefits. Most employees will find that they net more money through The Plan than they were formerly receiving as cash fringes.

Benefits through The Contractors Advantage Plan allow you to maintain more level earnings throughout the year. During times of layoff and between jobs, The Plan provides cash that can be invested, used for special purchases, or to help with family finances and bills during breaks in work.