

With over 250 contributing contractors, it is in the best interest of the plan participants, contributing contractors and the industry as a whole that these rules are enforced in a uniform manner, consistent with the legal obligations of the trustees and the language in the collective bargaining and trust agreements.

A. The Pipe Trades Services MN office must receive fringe benefit contributions by the 15th of the month in which they are due.

B. Payments that are not received by the 15th of the month are considered delinquent. An employer will be liable for a 3% liquidated damages assessment if the payment is not received by the 20th of the month, pursuant to the provisions of the Trust Agreements. If the required payment is not received within 10 days of the 20th of the month, the liquidated damages assessment increases to 10% of the outstanding fringe benefit contributions due.

C. An employer may be subject to other consequences that are set forth in the collective bargaining agreements or trust agreements, and to legal action to compel payment of the required contributions. Federal law mandates that an employer must pay the funds' attorney fees, court costs, liquidated damages and interest if formal legal action is required.

D. A cash bond equal to two months contributions will be required by the Pipe Trades Services MN from each contractor that either misses a monthly payment or that incurs a liquidated damage assessment.

E. An employer required to post a cash bond will also be required to sign a stipulation for the entry of judgment for an immediate injunction if either the employer does not fund the bond, or if the contractor fails to replenish the amount of the bond as required.

F. All benefits for Plumbers and Pipefitters are paid on the overtime basis, which is hours paid not hours worked.

Example: 40 hours of work at straight time, 2 hours at time and a half ( $2\text{hrs} \times 1.5 = 3\text{ hrs}$ )  
Total = 43 hours paid - Benefits are due on 43 hours

G. All benefits for Sprinklerfitters are paid on hours worked.

Example: 40 hours of work at straight time. 2 hours at time and a half  
Total = 43 hours paid, but only 42 hours worked - Benefits are due on 42 hours.