

Understanding Prevailing Wage Requirements and Maximizing Fringe Benefits Under Public Contracts

Location

Webinar

Date & Time

Start Date: 08/15/2017

Start Time: 11:30am

End Time: 12:30pm

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Servicing public work contracts can be a profitable area for contractors. However, compliance with the wage and benefit obligations including recordkeeping can be a landmine for the unwary in terms of both compliance and methods to maximize fringe benefits. In this webinar, **John Ho**, a member of Cozen O'Connor and Amy Klein, Vice President and General Counsel of Direct Retirement Solutions will each address prevailing wage issues from their respective areas. John will focus on prevailing wage coverage, worker classification, overtime requirements, certified payroll rules and common issues associated with DOL audits. Amy will discuss how open shop government contractors can leverage the fringe benefit obligations to bid more competitively, avoid unanticipated liabilities, and provide superior benefit programs compared to those provided by trade unions. These areas include how prevailing wage obligation may be met by a combination of cash wages and creditable "bona fide" fringe benefits provided for a covered worker, how satisfying prevailing wage obligations can affect costs, in particular, the "labor burden" (e.g., FICA, workers' compensation premiums, unemployment taxes, and liability insurance premiums) and using "funded" versus "unfunded" plans, among other things.

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