

EMPLOYEE RIGHTS UNDER THE DAVIS-BACON ACT

FOR LABORERS AND MECHANICS EMPLOYED ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

PREVAILING WAGES

You must be paid not less than the wage rate listed in the Davis-Bacon Wage Decision posted with this Notice for the work you perform.

OVERTIME

You must be paid not less than one and one-half times your basic rate of pay for all hours worked over 40 in a work week. There are few exceptions.

ENFORCEMENT

Contract payments can be withheld to ensure workers receive wages and overtime pay due, and liquidated damages may apply if overtime pay requirements are not met. Davis-Bacon contract clauses allow contract termination and debarment of contractors from future federal contracts for up to three years. A contractor who falsifies certified payroll records or induces wage kickbacks may be subject to civil or criminal prosecution, fines and/or imprisonment.

APPRENTICES

Apprentice rates apply only to apprentices properly registered under approved Federal or State apprenticeship programs.

PROPER PAY

If you do not receive proper pay, or require further information on the applicable wages, contact the Contracting Officer listed below:

or contact the U.S. Department of Labor's Wage and Hour Division.



For additional information:
1-866-4-USWAGE
(1-866-487-9243) TTY: 1-877-889-5627



WWW.WAGEHOUR.DOL.GOV

U.S. Department of Labor | Employment Standards Administration | Wage and Hour Division

WH 1321 (Revised April 2009)

Notice to All Employees Working on Federal or Federally Financed Construction Projects

Must be posted by employers at the job site if company is engaged in work covered by the Davis-Bacon Act.

Download the posting from

<http://www.dol.gov/whd/regs/compliance/posters/davis.htm>

Or request a copy from

U.S. Department of Labor
Employment Standards Administration
Wage & Hour Division

Regional Office
230 S. Dearborn St., Rm. 3244
Chicago, IL 60604
(312) 353-2220

550 Main St., Rm. 10-409
Cincinnati, OH 45202-5208
1-866-4-USWAGE (1-866-487-9243)

200 N. High St., Rm. 646
Columbus, OH 43215-2408
1-866-4-USWAGE (1-866-487-9243)

1240 E. Ninth St., Rm. 817
Cleveland, OH 44199-2054
1-866-4-USWAGE (1-866-487-9243)