Employee Rights on Government Contracts Poster



This Establishment Is Performing Government Contract Work Subject To:

EMPLOYEE RIGHTS
ON GOVERNMENT CONTRACTS

THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO:
(CHECK ONE)

☐ **SERVICE CONTRACT ACT (SCA)**
☐ **PUBLIC CONTRACTS ACT (PCA)**

MINIMUM WAGES	Your rate must be no less than the federal minimum wage established by the Fair Labor Standards Act (FLSA). A higher rate may be required for SCA contracts if a wage determination applies. Such wage determination will be posted as an attachment to this notice.
FRINGE BENEFITS	SCA wage determinations may require fringe benefit payments (or a cash equivalent). PCA contracts do not require fringe benefits.
OVERTIME PAY	You must be paid 1.5 times your basic rate of pay for all hours worked over 40 in a week. There are some exceptions.
CHILD LABOR	No person under 16 years of age may be employed on a PCA contract.
SAFETY & HEALTH	Work must be performed under conditions that are sanitary, and not hazardous or dangerous to employees' health and safety.
ENFORCEMENT	Specific DOL agencies are responsible for the administration of these laws. To file a complaint or obtain information, contact the **Wage and Hour Division** (WHD) by calling its toll-free help line at 1-866-4-USWAGE (1-866-487-9243), or visit **www.dol.gov/whd** Contact the **Occupational Safety and Health Administration** (OSHA) by calling 1-800-321-OSHA (1-800-321-6742), or visit **www.osha.gov**

Source: WHD