

Employee Rights Under the Davis-Bacon Act Poster



For laborers and mechanics employed on federal or federally assisted construction projects.

EMPLOYEE RIGHTS

UNDER THE DAVIS-BACON ACT

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

PREVAILING RATES

Employers are required to pay their laborers and mechanics the Davis-Bacon wage schedule posted with the contract for the work performed.

OVERTIME

Employers are required to pay laborers and mechanics half-time and double-time rates for all hours worked over 40 in a work week. There are few exceptions.

ENFORCEMENT

Violations of the act can be enforced through various methods: wages not meeting pay rules and required overtime may apply if current law requirements are not met. These issues cannot be resolved through arbitration and enforcement is guaranteed through federal contract law up to three years. If contractors who violate contract laws are found, it is possible wage violators may be subject to civil or criminal prosecution. See Davis-Bacon Act.

APPRENTICES

Apprentice rates apply only to apprentices properly registered under approved federal or state apprenticeship programs.

PROPER PAY

Employers are required to pay laborers and mechanics the prevailing wage schedule posted with the contract for the work performed.

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



WHD

WAGE AND HOUR DIVISION
U.S. DEPARTMENT OF LABOR

1-866-848-8448
TDD 1-800-848-8448
www.dhs.gov



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Source: WHD