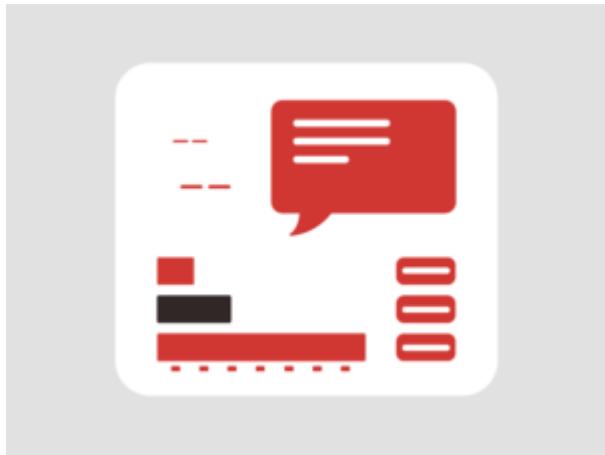


Employee Rights Under the Davis-Bacon Act Poster



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 WAGES

Employers must pay the wages and benefits required by the Davis-Bacon Act for the work to be done according to the contract.

OVERTIME

Employers must pay overtime rates of not less than one and one-half times the regular rate of pay for all hours worked over 40 in a work week. Overtime does not include:

ENFORCEMENT

Violations of the Davis-Bacon Act can be enforced through various mechanisms, including the use of administrative subpoenas, civil actions, and criminal prosecutions. Violations of the Davis-Bacon Act can also be enforced by the U.S. Department of Justice, which has the authority to sue contractors for damages and to assess civil penalties. These include imprisonment.

APPRENTICESHIPS

Apprentices must receive only the apprenticeship training required under apprenticeship training or other apprenticeship programs.

PROPER PAY

Employers must pay wages in regular labor rates for the particular wages contract. For nonapplying federal projects:

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



WHD

WAGE AND HOUR DIVISION
U.S. DEPARTMENT OF LABOR



Source: WHD