

Worker Rights Under Executive Order 13658 Poster



Federal minimum wage for contractors

WORKER RIGHTS UNDER EXECUTIVE ORDER 13658

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$10.95 PER HOUR

EFFECTIVE JANUARY 1, 2021 – DECEMBER 31, 2021

This law requires employers to display this poster where employees can readily see it.

MINIMUM WAGE	Executive Order 13658 (EO) requires that federal contractors pay workers performing work on or in connection with covered contracts at least \$10.95 an hour beginning January 1, 2021, and \$11 beginning January 1, 2024, and every year thereafter an inflation-adjusted amount determined by the Secretary of Labor in consultation with the EEO and appropriate regulators. The EO raises minimum wage to \$10.95 from January 1, 2021, through December 31, 2021, to \$11.00.
TIPS	Covered federal contractors that fail to add a cash wage of at least \$1.00 per hour effective January 1, 2021, through December 31, 2021, if a contractor has complied with the required cash wage of at least \$1.00 per hour for the contractor do not owe the \$10 hourly minimum wage for contractors. The contractor must increase the cash wage until it makes up the difference. (Other rules conditions must also be met.)
EXCLUSIONS	<ul style="list-style-type: none">Some workers who provide support "in connection with" covered contracts do not have 25 percent of their hours applied to a cash wage and do not receive the EO minimum wage.Contractors that are creating, training, and supporting who are employed under minimum wage contracts are not subject to the EO minimum wage.Workers employed on contracts for national transportation services or required operational equipment used for the general public in federal lands, except when the workers are performing commercial lodging and food services, are not subject to the EO minimum wage.Certain other occupations and workers are also exempt from the EO.
ENFORCEMENT	The U.S. Department of Labor's Wage and Hour Division (DOL) is responsible for enforcing the EO. DOL can assess penalties, conduct on- or off-site audits, and order employers to pay back wages and penalties. We also investigate complaints, answer requests to update contract rules, file affidavits, and conduct compliance reviews against covered contractors. We enforce the law and investigate. The law also provides a whistleblower appeal or encouraging workers to file a complaint or participate in any proceeding under the law. If you are covered by this contract in federal, DOL will accept the complaint in any language. The rule that contractors must file an affidavit at www.dhs.gov/eo13658/whistleblower from office.
ADDITIONAL INFORMATION	<ul style="list-style-type: none">The EO applies only to new federal construction and service contracts, as defined by the Secretary of the regulations.Workers who are excluded from wages are provided by contractors (covered under EO) \$10.95 per hour (before 2021) and \$11.00 per hour (from 2021) to be less than the EO minimum wage rate.Some states or local laws may provide greater worker protections; employers must comply with both.More information about the EO is available at www.dhs.gov/eo13658/whistleblower and www.dhs.gov/eo13658/whistleblower.



U.S. DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION
OFFICE OF CONTRACT COMPLIANCE AND INVESTIGATION

1-800-458-5231
www.dhs.gov/eo13658/whistleblower



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