

# 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

|                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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| <b>PREVAILING WAGES</b> | 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.                                                                                                                                                                                                                                                                                                                                  |
| <b>OVERTIME</b>         | 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.                                                                                                                                                                                                                                                                                                                     |
| <b>ENFORCEMENT</b>      | 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. |
| <b>APPRENTICES</b>      | Apprentice rates apply only to apprentices properly registered under approved Federal or State apprenticeship programs.                                                                                                                                                                                                                                                                                                                                                 |
| <b>PROPER PAY</b>       | 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**