

WORKER RIGHTS UNDER EXECUTIVE ORDER 14026
FEDERAL MINIMUM WAGE FOR CONTRACTORS
\$17.20 PER HOUR
EFFECTIVE JANUARY 1, 2024 - DECEMBER 31, 2024

WORKER RIGHTS UNDER EXECUTIVE ORDER 13058
FEDERAL MINIMUM WAGE FOR CONTRACTORS
\$12.90 PER HOUR
EFFECTIVE JANUARY 1, 2024 - DECEMBER 31, 2024

MINIMUM WAGE
Executive Order (EO) 14026 requires that federal contractors pay workers performing work on or in connection with covered contracts at least \$17.20 per hour beginning January 30, 2022, and \$19.50 per hour beginning January 1, 2023, and every year thereafter...

EMPLOYMENT
The U.S. Department of Labor Wage and Hour Division (WHD) is responsible for enforcing the law. WHD can answer questions about your workplace rights and procedures, investigate complaints and recover back wages...

ADDITIONAL INFORMATION
EO 14026 only applies to certain federal contracts and service contracts that were renewed, amended, or entered into on or after January 30, 2022. Contracts that were awarded before January 1, 2021 and January 30, 2022, that were not renewed or amended on or after January 30, 2022, and those pre-amended contracts entered into on or between January 30, 2022 and March 30, 2022, may be subject to EO 13658, which provides a lower minimum wage requirement than EO 14026...

EMPLOYEE RIGHTS UNDER GOVERNMENT CONTRACTS

THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO (CHECK ONE)
SERVICE CONTRACT ACT (SCA)
PUBLIC CONTRACT ACT (PCA)

MINIMUM WAGES
You are entitled to at least the federal minimum wage established by the Fair Labor Standards Act (FLSA). A higher rate may be required by SCA contracts or by wage determination orders. Such wage determination orders are published in an electronic file on the website.

U.S. DEPARTMENT OF LABOR
The purpose of the Division below is to advise contractors which are subject to the Walsh-Healey Public Contracts Act or the Service Contract Act of the provisions provided by these Acts.

WALSH-HEALEY PUBLIC CONTRACTS ACT
General Provisions - This act applies to contracts which covered or may be covered by the Walsh-Healey Public Contracts Act of the United States for the manufacture or furnishing of materials, supplies, articles, or equipment. It sets minimum minimum wage, maximum hours, and safety and health standards for work on such contracts...

Service Contract Act
General Provisions - The Service Contract Act applies to every contract entered into by the United States, or the District of Columbia, or the possessions of which is to furnish services in the United States through the use of service contractors. Contractors and subcontractors performing on such federal contracts must observe minimum wage and safety and health standards, and must maintain certain records, submit a monthly wage report.

Other Information
Observance of the labor standards of these acts does not relieve the employer of any obligation he may have under any other laws or agreements providing for higher labor standards. Additional Information - Additional information and copies of the act and applicable regulations and interpretations may be obtained from the nearest office of the Wage and Hour Division or the nearest office in Washington, D.C.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
FEDERAL MINIMUM WAGE
\$7.25 PER HOUR
BEGINNING JULY 24, 2009

EMPLOYMENT
The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected?
Employers (current and former), including management and temporary employees.
Job applicants.
Union members and applicants for membership in a union.

What Organizations are Covered?
State and local governments (as employers).
Educational institutions (as employers).
Private.
Statewide agencies.
Statewide agencies.

What Types of Employment Discrimination are Illegal?
Under the EEOC laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of:
Race
Color
Religion
National origin

What Employment Practices can be Challenged as Discriminatory?
All aspects of employment, including:
Discharge, firing, or lay-off.
Assignment including reassignment to a different position or physical condition.
Hiring and promotion.
Layoff and recall.
Pay (including equal pay or compensation).

ADDITIONAL INFORMATION
Certain contracts and establishments are exempt from the minimum wage and overtime pay provisions. Certain non-exempt contracts also apply to the terms of work requirements.
Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Government of Puerto Rico.

WORKER RIGHTS UNDER THE DAVIS-BACON ACT
FOR LABORERS AND MECHANICS WORKING ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS
The law requires employers to display this poster where employees can readily see it.

PREMIUM PAGES
Employer must post this law in their wage rate table in the Davis-Bacon Wage Decision posted with the laborer to work your project.

PAID SICK LEAVE FOR FEDERAL CONTRACTORS
ONE HOUR OF PAID SICK LEAVE FOR EVERY 30 HOURS WORKED, UP TO 56 HOURS EACH YEAR
PAID SICK LEAVE
Executive Order 13708, Establishing Paid Sick Leave for Federal Contractors, requires certain employees that contract with the federal Government to provide employees working on or in connection with those contracts with 1 hour of paid sick leave for every 30 hours they work—up to 56 hours of paid sick leave each year.

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ADDITIONAL INFORMATION
Executive Order 13708 applies to new contracts and replacements for existing contracts with the Federal Government starting January 1, 2017. It applies to federal contracts for construction and many types of federal contracts for services. Some state and local laws also require that employees be provided with paid sick leave. Employees must comply with all applicable requirements.

Know Your Rights: Workplace Discrimination is Illegal
The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action requirements of various laws, business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin
Executive Order 12816, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equal opportunity in all aspects of employment.

Disability
Section 503 of the Rehabilitation Act of 1973, as amended, prohibits Federal contractors from discriminating on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and all other aspects of employment by Federal contractors. It also prohibits discrimination on the basis of disability in the provision of equal employment opportunities to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring certain exceptions.

Protected Veteran Status
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 USC 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty spouses, and other veterans of the Vietnam War or Armed Forces service member veterans.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
Race, Color, National Origin, Sex
In addition to the provisions of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance. Discrimination is prohibited in all phases of employment, including recruitment, hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and all other aspects of employment.

Individuals with Disabilities
Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity receiving Federal financial assistance. Discrimination is prohibited in all phases of employment, including recruitment, hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and all other aspects of employment.

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Know Your Rights Under the Recovery Act!
Did you know?
The American Recovery and Reinvestment Act of 2009 ("Recovery Act") provides protections for certain employees of non-federal employers who make specified disclosures relating to possible fraud, waste and/or abuse or Recovery Act funds.

What types of disclosures are protected?
The disclosure must be made by the employee to the Recovery Accountability and Transparency Board, an Inspector General, the Comptroller General, a member of Congress, a state or federal regulatory or law enforcement agency, a person with supervisory authority over the employee, a court or grand jury, or the head of a federal agency or higher representative.

How are Whistleblowers Protected?
You cannot be discharged, demoted or otherwise discriminated against as a result of making a protected disclosure.

EMPLOYEE RIGHTS UNDER THE NATIONAL LABOR RELATIONS ACT
The NLRA guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity.

Under the NLRA, you have the right to:
Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:
Threaten you that you will lose your job unless you support the union.

Under the NLRA, it is illegal for an employer to:
Prohibit you from soliciting for a union during non-work time, such as before or after work or during break times, or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.

Under the NLRA, it is illegal for an employer to:
Threaten to close your workplace if workers choose a union to represent them.

Under the NLRA, it is illegal for an employer to:
Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace except under special circumstances.

Under the NLRA, it is illegal for an employer to:
Prohibit you from videotaping peaceful union activities and gatherings or pretend to do so.

PAY TRANSPARENCY NONDISCRIMINATION PROVISION
The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their normal job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is in response to a formal complaint or charge, is in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.

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WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR
1-866-467-6243
www.dhs.gov/government-contracts
REV 10/22

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1-866-467-6243
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