

WORKER RIGHTS UNDER EXECUTIVE ORDER 13706

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 13706, Establishing Paid Sick Leave for Federal Contractors, requires certain employers who 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.

Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member who is the victim of domestic violence, sexual violence, or stalking.

Rules about when and how employees should use to pay sick leave apply. More information about the paid sick leave requirements is available at doh.gov/agencies/whd/government-contracts/sick-leave

ENFORCEMENT
The Wage and Hour Division (WHD), which is responsible for making sure employers comply with Executive Order 13706, has offices across the country. WHD can answer questions, in person or by telephone, about your workplace rights and protections. WHD can investigate employers and recover wages to which workers may be entitled. All services are free and confidential. If you are unable to file a complaint in English, WHD will accept the complaint in any language.

The law prohibits discriminating against the executive contractor who files a complaint or participates in any proceeding under the Executive Order.

ADDITIONAL INFORMATION
Executive Order 13706 applies to new contracts and replacements for expired 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.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-2343
www.doh.gov/whd/government-contracts-REV-03/22



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 workers can readily see it.

PREVAILING WAGES
You must be paid no less than the prevailing wages for the Davis-Bacon Wage Decision posted with this notice for the work you perform.

OVERTIME
You must be paid no 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.

ENFORCEMENT
Contract payments can be withheld to ensure workers receive wages and overtime due, and liquidated damages may apply if enforcement requirements are not met. Davis-Bacon contract clauses allow contract termination and abatement of contracts from future federal contracts for three years. A contractor who has been certified payroll records or Davis-Bacon wage methods may be subject to civil or criminal prosecution, fines and/or imprisonment.

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

RETALIATION
The law prohibits discharging or otherwise retaliating against workers for filing a complaint, cooperating in an investigation, or testifying in a proceeding under the Davis-Bacon and Related Acts.

PROPER PAY
If you do not receive proper pay, you may require further information on the applicable wages, contact the Contracting Office listed below.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-2343
www.doh.gov/whd/government-contracts-REV-03/22



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

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-2343
www.doh.gov/whd/government-contracts-REV-07/24



EMPLOYEE RIGHTS ON GOVERNMENT CONTRACTS

THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO: (CHECK ONE)

- SERVICE CONTRACT ACT (SCA)
 PUBLIC CONTRACTS ACT (PCA)

MINIMUM WAGES
Your rate must be no less than the Federal minimum wage established by the Fair Labor Standards Act (FLSA).

A higher rate may be required by SCA contracts if a wage determination applies. Such wage determination will be posted at an accessible public notice.

FRINGE BENEFITS
SCA wage determinations may require fringe benefit payments (or a cash equivalent). PCA contracts do not require fringe benefits.

OVERTIME PAY
You must be paid 1.5 times your basic rate of pay for all hours worked over 40 in a week. There are some exceptions.

CHILD LABOR
No person under 18 years of age may be employed on a PCA contract.

SAFETY & HEALTH
Workers must be protected under conditions that are sanitary and not hazardous or dangerous to employed health and safety.

ENFORCEMENT
Specific DOL agencies are responsible for the administration of these laws. To file a complaint or obtain information regarding the Wage and Hour Division (WHD) by calling toll-free help line at 1-866-4-USAID (1-866-487-2343), or visit www.doh.gov/agencies/whd

Contracting Office
Occupational Safety and Health Administration (OSHA) (by calling 1-800-321-OSHA (1-800-321-6752), or visit www.osha.gov)

1-866-487-2343
www.doh.gov/whd/government-contracts-REV-03/22



U.S. DEPARTMENT OF LABOR

The purpose of the discussion below is to advise contractors which are subject to the Walsh-Healey Public Contracts Act or the Service Contract Act of the principal products of these acts.

WALSH-HEALEY PUBLIC CONTRACTS ACT
General Provisions – This act applies to contracts which exceed or may exceed \$10,000 entered into by any agency or instrumentality of the United States for the manufacture or furnishing of materials, supplies, articles, or equipment. The act establishes minimum wage, maximum hours, and safety and health standards for work on such contracts, and prohibits the employment on contract work of convict labor (unless certain conditions are met) and children under 18 years of age. The employment of homeworkers (except homeworkers with disabilities employed under the provisions of Regulations, 29 CFR Part 155) in a covered contract is not permitted.

In addition to the coverage of prime contractors, the act under certain circumstances applies to secondary contractors performing work under contracts awarded by the Government prime contractor.

All provisions of the act except the safety and health requirements are administered by the Wage and Hour Division.

Minimum Wage – Covered employees must currently be paid not less than the Federal minimum wage established in section 6(a)(1) of the Fair Labor Standards Act.

Overtime – Covered workers must be paid at least one and one-half times their basic rate of pay for all hours worked in excess of 40 weeks. Overtime is not to be performed on the work specified in the work, Government and non-Government contracts in which employees in any week in which covered work is performed.

Child Labor – Employers may not employ children against unemancipated child labor violators by obtaining certificates of age, and employment of age certificates are acceptable.

Safety and Health – No covered contract may be performed in plants, facilities, buildings, or surroundings or under work conditions that are unsanitary or hazardous or dangerous to the health and safety of the employees engaged in the performance of the contract. The safety and health provisions of the Walsh-Healey Public Contracts Act are administered by the Occupational Safety and Health Administration.

Posting – During the period that covered work is being performed on a contract subject to the act, the contractor shall post a copy of Notice to Employees Working on Government Contracts in a sufficient number of places to permit employees to observe a copy of the act to be read from their place of employment.

Responsibility for Secondary Contractors – Prime contractors are liable for violations of the act committed by their covered secondary contractors.

SERVICE CONTRACT ACT
General Provisions – The Service Contract Act applies to every contract entered into by the United States or the District of Columbia, the principal purpose of which is to furnish services in the United States through the use of service employees. Contractors and subcontractors performing on such Federal contracts must observe minimum wage and safety and health standards, and must maintain certain records, unless a specific exemption applies.

Wages and Fringe Benefits – Every service employee performing any of the Government contract work under a service contract in excess of \$2,500 must be paid not less than the monetary wages, and must be furnished the fringe benefits which the Secretary of Labor has determined to be prevailing in the locality for the classification in which the employee is working or the wage rates and fringe benefits (including any award or prospective wage rates and fringe benefits) contained in a predecessor contract for the same or similar work. The wage rates and fringe benefits which do not exceed \$2,500 are not subject to prevailing rate determinations or to the safety and health requirements of the act. However, the act does not require that employees performing work on such contracts be paid not less than the minimum wage rate established in section 6(a)(1) of the Fair Labor Standards Act.

Overtime – The Fair Labor Standards Act and the Contract Work Hours Safety Standards Act may require the payment of overtime at time and one-half the regular rate of pay for all hours work on the contract in excess of 40 weeks. The Contract Work Hours Safety Standards Act is more limited in scope than the Fair Labor Standards Act and generally applies to Government contracts in excess of \$100,000 that require or involve the employment of laborers, mechanics, janitors, watchmen.

Safety and Health – The act provides that no part of the services in contracts in excess of \$2,500 may be performed in buildings or surroundings or under working conditions, or preparation of the contractor or subcontractor which are unsanitary or hazardous or dangerous to the health or safety of service employees engaged in fulfillment of the contract. The safety and health provisions of the Service Contract Act are administered by the Occupational Safety and Health Administration.

Notice to Employees – On the date a service employee commences work on a contract in excess of \$2,500, the contractor (or subcontractor) must provide the employee with a notice of the compensation required by the act. The posting of the notice (including any applicable wage determination) contained on the reverse in a location where it may be read during the normal course of work will satisfy this requirement.

Notice to Subcontractors – The contractor is required to insert in all subcontracts the labor standards clause specified by the regulations in 29 CFR Part 4 for Federal service contracts exceeding \$2,500.

Responsibility for Secondary Contractors – Prime contractors are liable for violations of the act committed by their covered secondary contractors.

1-866-487-2343
www.doh.gov/whd/government-contracts-REV-03/22



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. Employees covered by the NLRA "are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board, the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

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.
- Form, join or assist a union.
- Bargain collectively through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- Discuss your terms and conditions of employment or union organizing with your co-workers or a union.
- Take action with one or more co-workers to improve your working conditions by, among other means, raising workrelated complaints directly with your employer or with a government agency, and seeking help from a union.
- Strike and picket, depending on the purpose or means of the strike or the picketing.
- Choose not to do any of these activities, including joining or remaining a member of a union.

Illegal conduct will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights, generally within six months of the unlawful activity. You may inquire about possible violations without your employer or anyone else being informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employer to rehire a worker fired in violation of the law and to pay lost wages and benefits, and may order an employer or union to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's website: www.nlrb.gov.

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.
- Refuse to process a grievance because you have criticized union officials or officers or are not a member of the union.
- Use or maintain discriminatory standards or procedures in making job referrals from a hiring hall.
- Cause or attempt to cause an employer to discriminate against you because of your union-related activity.
- Take other adverse action against you based on whether you have joined or supported a union.

If you and your coworkers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.

You can also contact the NLRB by calling toll-free: 1-844-762-NLRB (6572). Language assistance is available. Hearing impaired callers who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requester with instructions on how to schedule a representative call.

Under the NLRA, it is illegal for your 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.
- Question you about your union support or activities in a manner that discourages you from engaging in that activity.
- Fire, demote, or transfer you, or reduce your hours or change your shift, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.
- Threaten to close your workplace if workers choose a union to represent them.
- Promise or grant promotions, pay raises, or other benefits to discourage or encourage union support.
- Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace except under special circumstances.
- Spy on or videotape peaceful union activities and gatherings or pretend to do so.

*The National Labor Relations Act covers most private-sector employees. Excluded from coverage under the NLRA are public-sector employees, agricultural and domestic workers, independent contractors, workers employed by a parent or spouse, employees of air and rail carriers covered by the Railway Labor Act, and supervisors (although supervisors that have been discriminated against for refusing to violate the NLRA may be covered).

This is an official Government Notice and must not be defaced by anyone.
Technical Revision Date: 05/02/22

WORKER RIGHTS UNDER EXECUTIVE ORDER 13658

FEDERAL MINIMUM WAGE FOR CONTRACTORS **\$13.65** PER HOUR EFFECTIVE MAY 11, 2025 – DECEMBER 31, 2026

The law requires certain federal contractors to display this poster where employees can easily see it.

MINIMUM WAGE

\$13.65 PER HOUR: This rate applies to certain federal construction and services contracts that were entered into on or before January 1, 2015, and January 29, 2022, that have not been renewed or extended on or after January 30, 2022. For such covered contracts, EO 13658 generally requires that workers be paid at least \$13.65 per hour for all time spent performing on or in connection with the contract from May 11, 2026, through December 31, 2026.

TIPS

- Covered tipped employees performing on or in connection with covered contracts must be paid a cash wage of at least **\$9.55 per hour**, beginning on May 11, 2026, provided the employees receive sufficient tips to equal **\$13.65 per hour** for all time spent performing on or in connection with the contract from May 11, 2026, through December 31, 2026.

EXCLUSIONS

- The EO 13658 minimum wage may not apply to some workers who provide support in connection with covered federal contracts for less than 20 percent of their hours worked in a week.
- The EO 13658 minimum wage may not apply to certain other occupations and workers.

ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing this law. WHD can answer questions about your workplace rights and protections, investigate employers, and recover back wages. All WHD services are free and confidential. Employers cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office online at doh.gov/agencies/whd/contracting-offices or by calling toll-free 866-4-US-WAGE (866-487-2343). We do not ask workers about their immigration status. We can help.

ADDITIONAL INFORMATION

- Workers with disabilities whose wages are governed by special certificates issued under section 14(c) of the Fair Labor Standards Act must receive no less than the EO 13658 minimum wage for time spent performing on or in connection with covered contracts.
- Some state or local laws may provide greater worker protections and employers must follow the law that requires the highest rate of pay.
- More information about the EO 13658 minimum wage is available online at doh.gov/agencies/whd/government-contracts/minimum-wage.



Know Your Rights Under the Recovery Act!

Did you know?

The American Recovery and Reinvestment Act of 2009 "provides protections for certain employees of non-federal employers who make specified disclosures relating to possible fraud, waste and/or abuse of Recovery Act funds.

Who is protected?

Employees of non-federal employers receiving recovery funds. This includes State and local governments, contractors, subcontractors, grantees or professional membership organizations acting in the interest of recovery fund recipients.

How are Whistleblowers Protected?

You cannot be discharged, demoted or otherwise discriminated against as a reprisal for making a protected disclosure.

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 enforcement authority, a person with supervisory authority over the employee, a court or grand jury or the office of a federal agency or his/her representatives.

- The disclosure must involve information that the employee believes is evidence of:
- gross mismanagement of an agency contract or grant relating to recovery funds;
 - a gross waste of recovery funds;
 - a substantial and specific danger to public health or safety related to the implementation or use of recovery funds;
 - an abuse of authority related to the implementation or use of recovery funds; or
 - a violation of law, rule, or regulation related to an agency contract or grant awarded or issued relating to recovery funds.

Take Action!

Log on to Recovery.gov for more information about your rights and details on how to report at www.recovery.gov

1 Section 1553 of Division A, Title XV of the American Recovery and Reinvestment Act of 2009, PL 111-5

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 essential 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 (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information 41 CFR 60-1.35(c). If you believe that you have experienced discrimination contact OFCCP 1.800.397.6251 - TTY 1.877.889.5627 - www.dol.gov/ofccp



C0526

FEDERAL CONTRACTORS

014 WP-FC-E

www.ihrsource.com
800-848-0088