

EMPLOYEE RIGHTS

UNDER THE DAVIS-BACON ACT

FOR LABORERS AND MECHANICAL EMPLOYEES ON FEDERAL FEDERALLY ASSISTED CONSTRUCTION PROJECTS

PREVAILING WAGES

You must be paid not less than the wage rate listed in the Davis-Bacon Wage Survey for the work you perform.

OVERTIME

You must be paid not less than one and one-half times your basic rate of pay for hours worked over 40 in a work week. There are few exceptions.

ENFORCEMENT

Contract payments can be withheld to ensure workers receive wages and liquidated damages may apply if overtime pay requirements are not met. DBCA clauses allow contract termination and debarment of contractors from future work up to three years. A contractor who falsifies certified payroll records or intentionally fails to pay wages may be subject to civil or criminal prosecution, fines and/or imprisonment.

APPRENTICES

Apprentice rates apply only to apprentices properly registered under approved apprenticeship programs.