

WORKER RIGHTS UNDER EXECUTIVE ORDER 13658 FEDERAL MINIMUM WAGE FOR CONTRACTORS \$12.15 PER HOUR EFFECTIVE JANUARY 1, 2023 – DECEMBER 31, 2023

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

MINIMUM WAGE Federal construction and service contracts are generally subject to a minimum wage rate under either Executive Order (EO) 13658 or EO 14026. 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.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR REV. 11/2022

WORKER RIGHTS UNDER EXECUTIVE ORDER 14026 FEDERAL MINIMUM WAGE FOR CONTRACTORS \$16.20 PER HOUR EFFECTIVE JANUARY 1, 2023 – DECEMBER 31, 2023

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

MINIMUM WAGE Executive Order 14026 (EO) requires that federal contractors pay workers performing work on or in connection with covered contracts at least \$15.00 per hour beginning January 30, 2022, and (2) beginning January 1, 2023, and every year thereafter, an inflation-adjusted amount determined by the Secretary of Labor in accordance with the EO and appropriate regulations. 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.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR REV. 11/2022

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. If you believe that you have experienced discrimination of FCPP 1.800.397.6251 | TTY: 1.877.889.5627 | www.dol.gov/ofccp

DEPARTMENT OF LABOR UNITED STATES OF AMERICA OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS OFCCP 200 CONSTITUTION AVENUE NW | WASHINGTON, DC 20210 | tel: 1-800-397-6251 | TTY: 1-877-889-5627 | www.dol.gov/ofccp

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 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. 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.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR REV. 09/2016

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

REV. 06/27/2023

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

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR REV. 04/2009

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 provisions 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.

EMPLOYEE RIGHTS UNDER THE DAVIS-BACON ACT FOR LABORERS AND MECHANICS EMPLOYED ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS

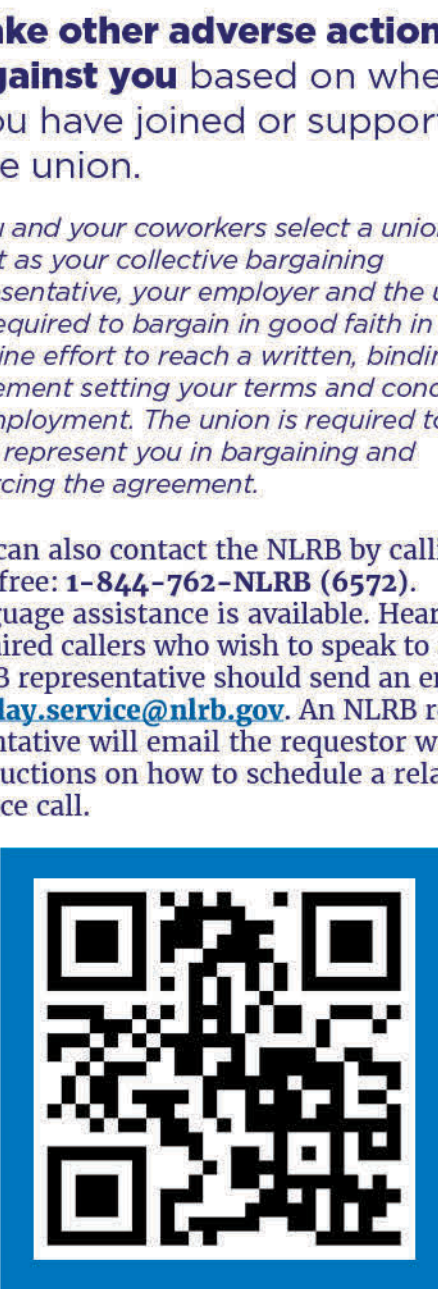
PREVAILING WAGES You must be paid not less than the wage rate listed in the Davis-Bacon Wage Decision posted with this Notice for the work you perform. OVERTIME You must be paid not less than one and one-half times your basic rate of pay for all hours worked over 40 in a work week. ENFORCEMENT Contract 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.

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.

- 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.

- 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 because you 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 support the union.



This is an official Government Notice and must not be defaced by anyone.

Technical Revision Date: 05/02/22