

EMPLOYEE RIGHTS UNDER THE DAVIS-BACON ACT

FOR LABORERS AND MECHANICS EMPLOYED ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS

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

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. There are few exceptions.

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. Davis-Bacon contract clauses allow contract termination and debarment of contractors from future federal contracts for 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.

APPRENTICES

Apprentice rates 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, or require further information on the applicable wages, contact the Contracting Officer listed below:



MaineDOT

Contractor: Dunder Mifflin
EEO Officer: Michael Scott
Office: 207.623.4567
Cell: 207.444.1111
Email: m.scott@Dunder.com

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



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
TTY: 1-877-889-5627
www.dol.gov/whd

WH1321 REV 10/17



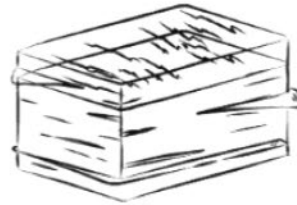
MaineDOT

DAVIS BACON ACT PRESENTATION SPRING 2025

Civil Rights Office

What Is Davis-Bacon?

Robert Bacon



James Davis





James Davis started his career as a **puddler's assistant** in the steel industry. He served as US Secretary of Labor prior to his election as a US Senator in Pennsylvania. He successfully urged US Steel to abandon 12-hour workdays. He was a co-sponsor of the Davis Bacon Act.



Robert Bacon worked in the US Treasury and served in the House of Representatives. He became secretary of state. He was a supporter of the repeal of prohibition to regulate the use of alcohol, but it failed at the time. He was a co-sponsor of the Davis Bacon Act.

The Davis Bacon Act

- Established in 1931 by James Davis and Robert Bacon. Amended 1935 & 1964.
 - Contractor in Alabama employed low wage labor from the South, causing outrage among the local construction workers.
 - Enacted to ensure workers on projects were paid a fair wage. Amended in 1964 to include fringe benefits.
- Federal wage regulations apply to:
 - any federal contract in excess of \$2,000.
 - for the construction, alteration, or repair of public buildings or public works.
- Davis Bacon Related Acts applies to most federally assisted construction, such as the Federal Aid Highway Act.

Davis Bacon Act (DBA) & Related Acts (DBRA)

US DOL “modernized” the DBA/DBRA as of October 23, 2023.

From the Final Rule: “The Davis Bacon Act and now more than 70 active Related Acts apply to an estimated \$217B in Federal & federally assisted construction spending...providing minimum wages rates for an estimated 1.2M construction workers.”

The Final Rule is explained on the US DOL website along with frequently asked questions and an informative comparison chart.

<https://www.dol.gov/agencies/whd/government-contracts/construction/rulemaking-davis-bacon>

Davis-Bacon Related Acts

DBRA requires the “Payment of locally prevailing wages and fringe benefits on federally funded/assisted projects to all laborers and mechanics.”



Davis Bacon & Related Acts

- Applies to all laborers and mechanics performing manual or physical work.
- To be paid fair wages, benefits, overtime
- Employed directly on the site of work
- Paid at least on a weekly basis



Davis Bacon Labor Standards can be found at 29 CFR §5.5

<https://www.ecfr.gov/current/title-29/subtitle-A/part-5/subpart-A/section-5.5>

Prevailing Wage (PW) is made up of **two** components:

Basic Hourly Rate + Fringe Benefits



- The PW can be found on the General Decision for the project.
- The contractor/subcontractor must pay the rate or higher, but never less.
- The PW may be paid in any combination of cash wages and “bona fide” fringe benefits.
 - The total may be paid entirely as cash wages;
 - Payments incurred by contractor for FB may be creditable towards fulfilling the requirement; or
 - A combination of cash wages paid and “bona fide” fringe may be used together to meet the total PW.

General Decision/Wage Rates

	Rates	Fringes
POWER EQUIPMENT OPERATOR: Grader/Blade, Milling Machine, Paver (Asphalt, Aggregate, and Concrete), Roller Asphalt.....	\$ 34.87	32.21

SUME2014-032 06/23/2017

	Rates	Fringes
CARPENTER, Includes Form Work....	\$ 18.34	2.84
HIGHWAY/PARKING LOT STRIPING: Laborer.....	\$ 14.80 **	1.27
IRONWORKER, REINFORCING.....	\$ 16.27 **	0.00
LABORER: Asphalt, Includes Raker, Shoveler, Spreader and Distributor.....	\$ 15.06 **	2.72
LABORER: Common or General.....	\$ 14.02 **	2.16
LABORER: Landscape.....	\$ 18.69	2.70
LABORER: Wheelman.....	\$ 15.64 **	4.29
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 19.52	5.15
OPERATOR: Bobcat/Skid Steer/Skid Loader.....	\$ 21.98	4.85
OPERATOR: Broom/Sweeper.....	\$ 19.09	5.20
OPERATOR: Bulldozer.....	\$ 17.30	3.50
OPERATOR: Loader.....	\$ 18.59	5.53
OPERATOR: Mechanic.....	\$ 21.91	8.55
OPERATOR: Screed.....	\$ 19.43	4.90
OPERATOR: Roller (Earth).....	\$ 16.43 **	3.40
TRAFFIC CONTROL: Flagger.....	\$ 9.38 **	0.00

- A list of classifications and wages per county that must be in the contract bid book to show the prevailing wage rate to be paid for each worker classification.
- General Decision(s) should also be in Elation.
- Federal General Decision – by county & type of work – can be found at: www.sam.gov/search/
- State Prevailing Wage Rates can be found at https://www.maine.gov/labor/labor_stats/publications/wagerateconst/index.shtml

MAINE
DEPARTMENT OF
LABOR



Prevailing Wage Examples

The General Decision rate for a Laborer requires:

Hourly Rate	\$ 15.00
Fringe Benefits*	<u>\$ 5.00</u>
Total PW	\$ 20.00

* *Types of Fringe*

- *Life Insurance*
- *Health Insurance*
- *Pension*
- *Vacation*
- *Holiday*
- *Sick*

The contractor/subcontractor complies by paying one of the following:

1. \$20.00 in cash wages;
2. \$18.00 plus \$2.00 towards pension contributions or other “bona fide” benefit paid by the contractor; or
3. \$17.00 plus \$3.00 in pension or any combination of “bona fide” fb. In this case, overtime must be paid at one- and one-half times the basic hourly rate of \$15.00.

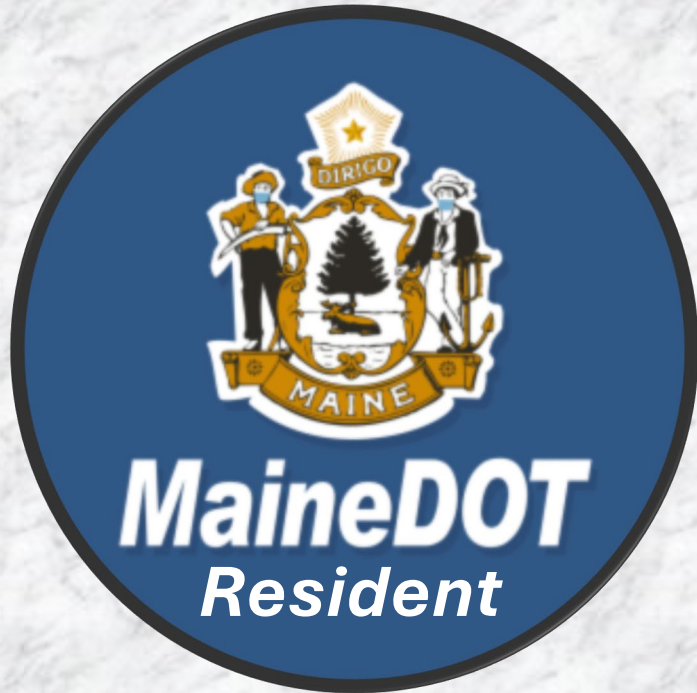
Project Specific Classification Request

Also known as SF 1444 or Wage Rate Request

- Utilized if a worker classification is not on the General Decision.
- Once the parties involved receive a copy of the conformance, it must be included on the jobsite bulletin board.
- Return times vary. If you do not receive an answer within two weeks, contact Jen in Civil Rights.

If a subcontractor is requesting the rate, once they sign the form, it is routed to the prime, who submits it to Civil Rights, and follows the shown path.





RESIDENT RESPONSIBILITIES

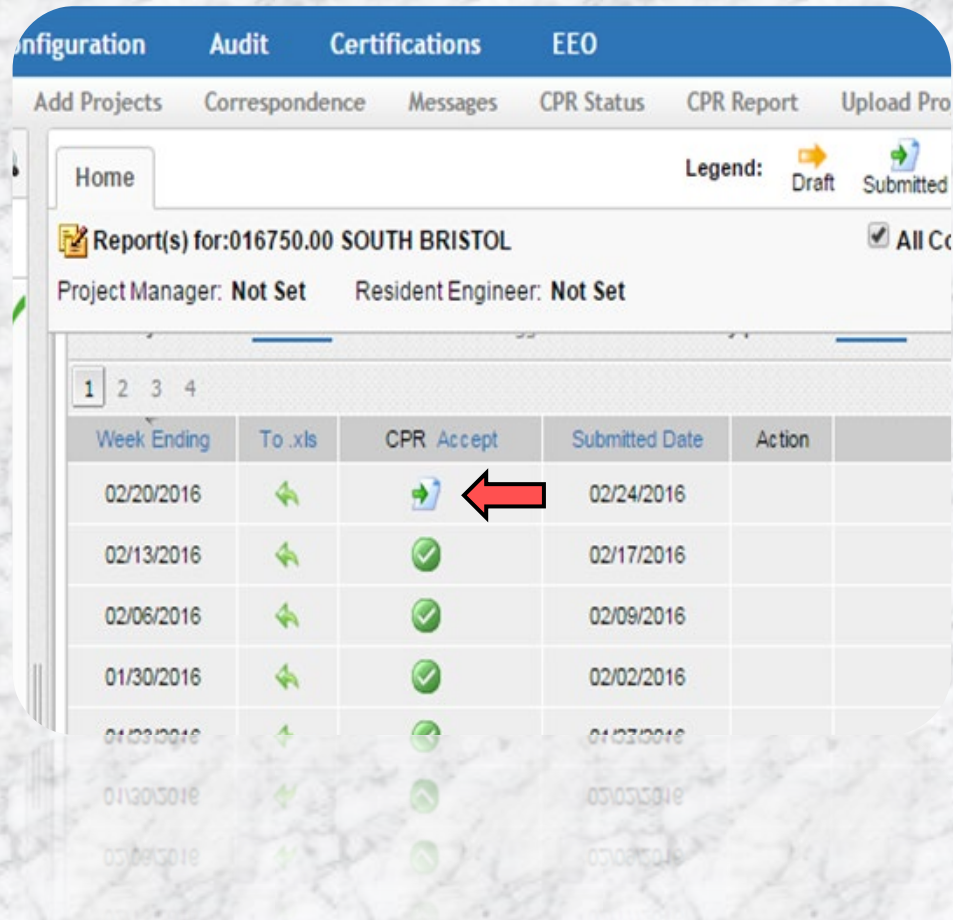
CERTIFIED PAYROLL APPROVAL

PROMPT PAYMENT REPORTS

LABOR SITE INTERVIEWS

JOB SITE BULLETIN BOARD

CERTIFIED PAYROLL APPROVAL



Week Ending	To .xls	CPR Accept	Submitted Date	Action
02/20/2016			02/24/2016	
02/13/2016			02/17/2016	
02/06/2016			02/09/2016	
01/30/2016			02/02/2016	
01/23/2016			01/27/2016	
01/16/2016			01/20/2016	
01/09/2016			01/13/2016	

Certified Payroll Approvals












- Must be checked regularly and approved if no errors.
- Duties performed and hours worked by covered workers must be consistent with contractor CPRs and with what workers report in payroll interviews.

Payroll Discrepancies



- indicates a discrepancy in the rate of pay for a worker. Restitution may apply.
- Indicates that there was a calculation error.
- Any payrolls with those symbols should NOT be approved until the contractor or sub corrects the error.
- Any questions or concerns, please reach out.

PROMPT PAYMENT REPORTS

Total Payments Confirmed:		6 (\$2,148,537.54)			
Incoming Payments		Status: All status New Confirmed Rejected Void			
Issue Date	Amount	Check #	Status	Contract	
03-03-2023 (SC)	\$159,835.00	3039119794		020502.01	
02-17-2023 (SC)	\$370,845.35	2179099153		020502.01	
02-03-2023 (SC)	\$513,658.00	2039078394		020502.01	
01-12-2023 (SC)	\$416,281.69	1139046418		020502.01	
12-01-2022 (SC)	\$397,169.50	2028986418		020502.01	
Outgoing Payments		Status: All status New Confirmed Rejected Void Draft			
Issue Date	Amount	Check #	Status	Contract	
03-01-2023 (SC)	\$975.00	200930		020502.01- Sargent Corp...	
02-01-2023 (SC)	\$560.00	200500		020502.01- FUTURE Agen...	
02-01-2023 (SC)	\$21,376.87	200507		020502.01- Sargent Corp...	
12-14-2022 (SC)	\$88,968.75	199823		020502.01- Sargent Corp...	

- The resident is not responsible for ensuring the contractor or subcontractor approves payments, but we request that the resident periodically remind them.
 - If contractor or subcontractor inquire about prompt payment, let them know they must accept payments within 30 days.
 - If they haven't received an expected payment or if there is a discrepancy, please instruct them to contact Civil Rights Office immediately.

LABOR SITE INTERVIEWS

- **IMPORTANT NOTE:** Labor Interviews must be conducted at least every 90 days with two employees. Employees must be on the project for at least five days (which do not need to be consecutive days)
- The site interview form can be found on the main Elation page for the project.
- Click on Site Interview link.
- Then click on Labor Standards Interview.
- As the information is filled out (the yellow section), the system will remember the information for future interviews.
- If the forms are completed on paper, the resident must upload the form by clicking on “Attach File”.

Report(s) for: 004270.10 AUGUSTA WESTERN AVENUE ☒ All Contractors ☐ Pending For Review ☐ Pending For Correction ☒ [Site Interview](#)

Project Manager: [Shawn Smith](#) Resident Engineer: [Seth Wills](#) Last Login: 02/12/2016

[Project Team](#)

Field Report/Site Visit

Search

Project Name: Contractor Name: ☐ Assign by Me ☒ Assign to Me ☐ Reconcile ☐ Followed

[New](#) [Let's Go](#) [FR Pending](#) [Draft](#) [Submitted](#) [Finished](#) [Voided](#)

[LABOR STANDARDS INTERVIEW](#) [Contractor Na...](#) [# Employee](#) [Report Date](#) [Report By](#) [Inter...](#) [Comments](#) [Reconcile](#) [Void](#)

LABOR STANDARDS INTERVIEW

Contract Number And Location [Select](#) Employee Information

ME Last Name First Name

Name Of Prime Contractor Street Address

Name Of Employer [Select](#) City State

Supervisor's Name Work Classification [Select](#)

[Attach File](#) [Comments](#)

LABOR STANDARDS INTERVIEW

Employee Information

Last Name First Name MI

LABOR SITE INTERVIEW APPLICATION



Look for this logo when you go to download to your mobile phone.

Why use the mobile phone app?

- Much easier, eliminates paper, no more uploading!
- Signatures can be done with your finger or a stylus
- Can be used on your mobile phone or tablet/iPad.
- Available on both Apple and Android devices.

A screenshot of the Labor Site Interview login screen. At the top is the Elation Systems logo, consisting of a blue "ES" and the text "Elation Systems". Below the logo is a horizontal line, followed by the title "Labor Site Interview" in blue. There are two input fields: "Login Name" and "Password", each with a horizontal line below it. At the bottom is a blue button with the text "Sign On" in white.

JOB SITE BULLETIN BOARD



- Must be put up by the **first day** of construction activity.
- Must be accessible to **workers and public, 24/7**.
- Usually kept outside the field office or similar place.
- Must remain **readable** throughout a project.
- Try to keep the board and posters waterproof.
- Residents can access the current year's posters on:
 - R Drive > Region0 > Civil Rights > Public > Posters
 - MaineDOT website under Contractor Info > Construction Support > Civil Rights Poster Packet
 - MaineDOT website under Civil Rights Office

JOB SITE BULLETIN BOARD

- Federal and state posters are required on the bulletin board
- Updated posters are online:
<https://www.maine.gov/mdot/civilrights/sfp/>
- If you need posters, contact our office and we will email you the posters you need.

MAINE DEPARTMENT OF TRANSPORTATION REQUIRED 2025 POSTERS							
STATE OF MAINE REQUIRED POSTERS				FEDERAL GOVERNMENT REQUIRED POSTERS			
1 Maine Minimum Wage Rev. 2024	2 Whistleblower Protection Act Rev. 11.2019	3 Worker's Compensation (WCB-90) Rev. 1.2020	4 Occupational Safety & Health Regulations Rev. 11.2019	13 Know Your Rights Workplace Discrimination is Illegal Rev. 06.2023	14 Fair Labor Standards Act Federal Minimum Wage (WHD 1008) Rev. 04.2023	15 Employee Rights Gov't Contracts (WHD-1313) Rev. 04.2009	
5 Child Labor Laws Rev. 11.2019	6 Regulations of Employment Rev. 12.2023	7 Sexual Harassment Rev. 10.20.2012	8 Maine Equal Pay Law Rev. 02.2022	16 Family Medical Leave Act (WH-1420) Rev. 04.2023	17 Notice to Workers with Disabilities Paid at Special Minimum Wages (WH-1284) Rev 01.2018	18 Employee Polygraph Protection Act (WH-1462) Rev. 02.2022	
9 Maine Employment Security Act Rev. 11.2019	10 Veterans' Benefits & Services (If employer has more than 50 F/T employees) 3.2024	11 Maine Domestic Violence Rev. 09.2015	12 State Wage Determinations (State Funded Projects Only)	19 Uniformed Services Employment & Reemployment Rights Act (USERRA) Rev. 04.2022	20 Employee Rights Under Davis Bacon Act (WH-1321) Rev. 10.20/2017	21 NOTICE Federal Aid Projects (FHWA-1022) Rev. 05.2015	
Maine Human Rights Commission OPTIONAL POSTERS	Paid Family Medical Leave OPTIONAL POSTERS	Workplaces Support Nursing Employees OPTIONAL POSTERS	VDT OPTIONAL POSTERS	22 Job Safety & Health It's the Law (OSHA-3165) Rev. 04.20.2019	23 Federal Wage Decisions Additional Project Specific Rates	24 Contractor's UPDATED EEO Policy with EEO Officer Contact Info.	

DAVIS BACON GENERAL GUIDANCE

The US DOL Wage & Hour Division website has various guidance on the Davis Bacon and Related Acts along with several fact sheets readily available on the website at:

<https://www.dol.gov/agencies/whd/government-contracts/construction/guidance>

- Prevailing Wage Book
- Contract Work Hours & Safety Standards Act Guide (CWHSSA)
- Apprenticeship and much more

Davis – Bacon & Related Acts Fact Sheets

<https://www.dol.gov/agencies/whd/government-contracts/construction/fact-sheets>

- Government Contracts
- Fair Labor Standards Act
- Additional Information

DEPARTMENT OF LABOR – IMPORTANT WAGE & HOUR DIVISION FACT SHEET INFORMATION

FACT SHEET #	TOPIC	BRIEF EXPLANATION
66	Davis Bacon & Related Acts	Prevailing wages and benefits to laborers and mechanics working on federally-funded construction projects.
66A	Bipartisan Infrastructure Law	How the Davis-Bacon and Related Acts applies to different types of federal or federally assisted construction projects.
66B	Davis Bacon Interplays with McNamara – O’Hara Service Act, Walsh – Healey Public Contracts Act.	Details the requirements and interactions between three government contract statutes
66C	DBRA: Labor Standards Clauses & Subcontract Agreements	Obligations of contractors under the Davis-Bacon and Related Acts (DBRA) to include specific labor standards clauses and wage determinations in subcontract agreements.
66D	General Wage Determinations to DBRA Projects	Wage and Hour Division (WHD) providing general wage determinations for most counties.
66E	DBRA & Fringe Benefits Requirements	Ensure that workers on federally funded construction projects receive prevailing wages, comprising both hourly rates and fringe benefits.
67	McNamara – O’Hara Service contract Act	Requires contractors and subcontractors to pay prevailing wages and benefits to service employees working on certain federal contracts.

CONTRACTOR'S GUIDE TO DAVIS BACON

CIVIL RIGHTS OFFICE WEBSITE:

<http://www.maine.gov/mdot/civilrights/>

Click on Davis-Bacon Act & Labor Compliance
Scroll down to MaineDOT Contractor's Guide to Davis Bacon
Choose either PDF or Word



A CONTRACTOR'S GUIDE TO DAVIS-BACON

PREVAILING WAGE REQUIREMENTS FOR FEDERALLY-ASSISTED PROJECTS

Maine Department of Transportation
Civil Rights Office
#16 State House Station
Augusta, Maine 04333-0016

Office: (207) 624-3066 Fax: (207) 624-3021

CIVIL RIGHTS OFFICE

Sherry Tompkins, Director of Civil Rights

Mary Bryant

EEO Program Specialist

Disadvantaged Business Enterprise

Environmental Justice

Limited English Proficiency

Title VI Compliance

Jen Laliberte

EEO Program Specialist

Davis Bacon Act

Elation Software

Equal Employment Opportunity

On-the-Job Training Supportive Services

Amy McCann

EEO Officer

Program

Administration

Disadvantaged Business

Enterprise

Civil Rights Office Staff Contact Information

Staff Member	Title	Office Number	Email Address	Cell Phone
Mary Bryant	EEO Program Specialist	(207) 624-3056	Mary.bryant@maine.gov	(207) 446-2453
Jen Laliberte	EEO Program Specialist	(207) 624-3036	Jennifer.e.Laliberte@maine.gov	(207) 485-6902
Amy McCann	EEO Officer	(207) 624-3065	Amy.mccann@maine.gov	(207) 441-3461
Sherry Tompkins	Director	(207) 624-3066	Sherry.tompkins@maine.gov	(207) 592-0686

In the event that the intended person is unavailable, please feel free to reach out to one of the other members of the Civil Rights Team for assistance.