

Labor Standards

OVERVIEW

1. The Davis-Bacon Act (DBA) applies to all construction contracts over \$2,000, unless the program's authorizing legislation contains exceptions.
 - a. The DBA requires that all workers or mechanics working on covered projects be paid minimum hourly wages and fringe benefits according to the wage decision(s) applicable to that contract.
 - b. Work done by a local government's own employees (force account) is not subject to DBA.
 - c. If any portion of a contract requires DBA, then all work performed under that contract is subject to DBA.
2. Additionally, contractors must comply with the Contract Work Hours and Safety Standards Act (CWHSSA) and the Copeland (Anti-Kickback).
 - a. The CWHSSA requires that, for any project in which the prime contract exceeds \$100,000, workers be paid one and one-half times their normal hourly rate for any hours worked in excess of 40 hours weekly, based on a workweek of seven consecutive days.
 - b. The Copeland Act prohibits any person from inducing a worker, on a federally funded project, to give up any part of the compensation to which the worker is entitled.

For Additional information, please go to: www.wagehour.dol.gov