Federal Contractors



WORKER RIGHTS UNDER EXECUTIVE ORDER 14026

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$17.20 PERHOUR

The law requires certain federal contractors

ogulations. The EO 14026 minimum wags in effe trough December 31, 2024 is \$17.20 per bose.

- The EO 14026 minimum wage may not apply to certain other occupations and workers.

ADDITIONAL INFORMATION

mi. Het I be paid 1,5 times your basic rate of pay for all faure. Iver 42 is a week, There are name exceptions.

WALSH-REALEY PUBLIC CONTRACTS ACT



EMPLOYEE RIGHTS

ON GOVERNMENT CONTRACTS

☐ SERVICE CONTRACT ACT (SCA)

☐ PUBLIC CONTRACTS ACT (PCA)

SERVICE CONTRACT ACT

THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO:

WORKER RIGHTS UNDER

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$12.90 PER HOUR

EFFECTIVE JANUARY 1, 2024 - DECEMBER 31, 2024

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

- a combencion with the continues in common year pulse \$17.20 PBR HOURE of the confident in remained or entire on or offer Johanney 20, 2022, or a new continue to a leto on or offer Johanney 20, 2022, ED 14025 generally requires that workers be publish lesst \$17.20 per bas

The ED 13658 minimum wage may not apply to cortain other occupations and workers.



EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR BEGINNING JULY 24, 2009

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

VENTIME PAY Cleast 11% times the regular rate of pay for all hours wested over 40 in a



WAGE AND HOSE DEMANDENT OF LABOR 11-000-487-9455 WWW. GLEDON PROPERTY OF STATE OF ST

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 employees can readily see it.





Know Your Rights: Workplace Discrimination is Illegal

EMPLOYERS HOLDING

SUBCONTRACTS

Disability

Retaliation

FEDERAL CONTRACTS OR

Executive Order 11246, as amended, prohibits emplo

Asking About, Disclosing, or Discussing Pay

The Office of Federal Central Compliance Programs (OFCCP) U.S. Department of Lober 200 Centraline Averam, N.W Wookington, U.S. 20210 1–000–207–0251 (od-fee)

PROGRAMS OR ACTIVITIES

Race, Color, National Origin, Sex

Individuals with Disabilities

RECEIVING FEDERAL FINANCIAL

Who is Protected?

What Organizations are Covered?

What Types of Employment Discrimination are Illegal?

- Deabthy Caredo información (verhading emplayer regando for, or packaro, eso, prillodouro ol geneto testo, poneto acersos, or lamb y medical fatore). Redalación for lifes a chespo, resembly opposina decorrenados, e perindopolog no adocreticación lavo inswellación, or proceeding heriderezes, consecue, or threato-related to exercisina regarding deabthy destribution or programa; accommodation.

What Employment Practices can be Challenged as Discriminatory?

- Discharge, firing, or lay off
- king or promotion
- rovide reasonable accommodation for a crea childbirth, or related reedical condition; or a

What can You Do if You Believ

in seem state and it must be seed?

If the EEO groupshy if we support discrimination because there are other time faith in thing as the because there are other time faith fair living a set marken (1900 or 300 days, depending on whenevy sets) we can reach the EEO; in any of the following the complete partial. Attentived the EEO can proper the EEO's qualific partial.

1.805-669-4000 (sall free) 1.805-669-6620 (TTI) 1.844-634-5132 (ASL video phos an EESC Seld effice (information at work eroc.gov/finit-office)



Know Your Rights Under the Recovery Act!

FEDERAL CONTRACTORS

Did you know?

The American Recovery and Reinsectment Act of 2009 I provides protections for certain employees of non-federal employers who make specified decinications relating to possible haud, waste and/or abuse or Recovery Act funds.

Who is protected?

Employees of non-federal employers rocelving recovery tunds. This includes State and feeal governments, contractors, subconfractors, greature or professional membership organizations acting in the interest of recovery fund excisents. Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

How are Whistleblowers Protected?

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

What types of disclosures are protected?

- a gross whate of recovery funds;
 a substantial and specific danger to public health or safety related to things implantinistion or use of recovery funds;

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

PAY TRANSPARENCY NONDISCRIMINATION PROVISION

contact OFOCP 1.800.367.8251 • TTV 1.637.886.5627 • www.doi.gov/olicep



OFCOP

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.
- activities, including joining or remaining a member of a union.

Blegal 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 within six mooths of the unfawful activity. You may inquire about possible violations without your employer or arryone else being informed of the inquiry. Changes may be filed by any person and need not be filed by the violation. The NLRB may order an employer to rinhine a working the investment of the last and to pay lost employer or union to coase violating the last. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's website: www.nlrb.gov.



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

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.

If you and your coworkers select a union to act as your collective bargaining representative, your employer and the union an required to bargain in good failth in a genuine effort to reach a within, binding agreement settling your forms 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 foll-free: 1-844-762-PLRB (6572). Language assistance is variable. Hearing impaired callors who wish to speak to an NLRB representative should send an email to teles, service & nlch.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service.



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 th discourages you from engaging in that activity.
- Fire, demote, or transfer you, or 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 . Spy on or videotape peaceful
- on activities and gatherings or pretend to do so.

The National Labor Relations Act covers mad physide-sector employers. Excluded from coverage under the NLRA are publis-earche employees, agricultural and demestic workers, independent contractors, workers employed by a parent or apouse, 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).

FEDERAL CONTRACTORS WP-FC-E

Compliance Date January 2024

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

e Federal Government to provide employees working on or in connection with the tive for every 30 hours they work—up to 56 hours of paid sick leave each year. leave for meny 30 hours they work—up to 56 flours of paid sick leave each year. Employeem ruth of permitted to use paid sick leave for their own filenes, injury, or other health-related needs, including preventive care, to assist a family member with oil sill, injured, or has other health-related needs, including preventive com-for researce resulting from, or to assist a family member with to the victim, of, demestic visitence, assistal assist, or or to researce resulting from, or to assist a family member with to the victim, of, demestic visitence, assistal assist, or

ENFORCEMENT DEVIDENCEMENT IN THE WAY AND A STATE OF THE W

The law prohibits decriminating against or discharging workers who file a complaint or participate in any proceeding under the Executive Order.

ADDITIONAL INFORMATION AMAINTENANCE, BY CREMAN AND

Executives from 1 1976 applies to new contracts and replacements for explaining 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 datas and local laws also require that employees be provided with paid sick leave. Employers must comply with all
anothers becames the contract of the contract of the contracts of the contract of the co



* NAME AND HOLD SYNSON 1-66-607-4283 ** INVIET STATES CEPARITHENT OF LASON SEV 05/72

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