

Federal Contractors Postings



WORKER RIGHTS UNDER EXECUTIVE ORDER 14026

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$17.75

PER HOUR

EFFECTIVE JANUARY 1, 2025 - DECEMBER 31, 2025

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

MINIMUM WAGE
Executive Order (EO) 14026 requires that federal contractors pay workers performing work on or in connection with covered contracts at least \$17.75 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 EO 14026 and applicable regulations. The EO 14026 minimum wage is in effect from January 1, 2025 through December 31, 2025 at \$17.75 per hour.

TIP CREDIT
Contractors may not credit employees tips toward the EO 14026 minimum wage. Similar to other workers subject to EO 14026, tipped employees must be paid a cash wage of at least \$17.75 per hour, effective January 1, 2025, through December 31, 2025.

EXCLUSIONS
• The EO 14026 minimum wage may not apply to some workers who provide support "in connection with" covered contracts but for less than 20 percent of total hours worked in a week.
• The EO 14026 minimum wage may not apply to certain other occupations and workers.

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 employees and recover back wages. All WHD services are free and confidential. Employees cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office online at dol.gov/agencies/whd/contractual-offices or by calling toll-free 866-405-9822 (866-407-6243). We do not use workers about their immigration status. We can help.

ADDITIONAL INFORMATION
• EO 14026 only applies to certain federal construction and service contracts that were renewed, extended, or renewed on or after January 30, 2022. Contracts that were awarded between January 1, 2015 and January 29, 2022, that were not renewed or extended on or after January 30, 2022, and any new procurement contracts entered into on or between January 30, 2022 and March 30, 2025, may be subject to EO 13658, which provides a lower minimum wage requirement than EO 14026. More information about the difference between EO 14026 and EO 13658 is available at dol.gov/agencies/whd/government-contractors/14026/13658-by-side
• Workers with disabilities whose wages are governed by special certificates issued under section 14(c) of the Fair Labor Standards Act must receive no less than the full minimum wage rate under EO 14026 for time spent performing work in connection with covered contracts.
• Some state or local laws may provide greater worker protections; employees must follow the law that requires the highest rate of pay.

More information about the EO is available online at dol.gov/agencies/whd/government-contractors/14026

WORKER RIGHTS UNDER EXECUTIVE ORDER 13658

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$13.30

PER HOUR

EFFECTIVE JANUARY 1, 2025 - DECEMBER 31, 2025

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 Executive Order (EO) 13658 or EO 14026.

• \$13.30 per hour if the contract was entered into on or between January 1, 2015, and January 29, 2022, and the contract was not renewed or extended on or after January 30, 2022. EO 13658 generally requires that workers be paid at least \$13.30 per hour for all time spent performing on or in connection with the contract in calendar year 2025.
• \$17.75 per hour if the contract is renewed or extended on or after January 30, 2022, or a new contract is entered into on or after January 30, 2022. EO 14026 generally requires that workers be paid at least \$17.75 per hour for all time spent performing on or in connection with the contract in calendar year 2025.

EXCLUSIONS
• The EO 13658 minimum wage may not apply to some workers who provide support in connection with covered federal contracts for less than 20 percent of their hours worked in a week.
• The EO 13658 minimum wage may not apply to certain other occupations and workers.

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 employees and recover back wages. All WHD services are free and confidential. Employees cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office online at dol.gov/agencies/whd/contractual-offices or by calling toll-free 866-405-9822 (866-407-6243). We do not use workers about their immigration status. We can help.

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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.

OVERTIME PAY
At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.
CHILD LABOR
An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs designated hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply to agricultural employment.

TIP CREDIT
Employers of "tipped employees," who must certain conditions may claim a tip credit against their minimum wage. Employees must be paid at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employer's tip combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK
The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employees must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wages, overtime, and other violations. The Department may litigate and/or recover civil penalties. Employees may be assessed civil money penalties for each willful or repeated violation of the minimum wage and overtime pay provisions of the FLSA.

Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Employees may be assessed civil money penalties for each willful violation that results in the death or serious injury of any minor employee, and each assessment may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

ADDITIONAL INFORMATION
• Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the points of work requirements.
• Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

• Some state laws provide greater employee protections; employees must comply with both.
• Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wages and overtime pay protections. Correctly classifying independent contractors are not.

Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

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

WHD

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

1-866-407-6243

REV 04/09

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 week. There are two 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 violates certain payroll records or inclusion wage kickbacks may be subject to civil or criminal prosecution, fines and/or imprisonment.

APPRENTICES
Apprentices rates apply only to apprentices properly registered under approved Federal or State apprenticeship programs.

RETIARATION
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
You do not receive proper pay, or require further information on the applicable wages, contact the Contracting Officer listed below.

SAFETY AND HEALTH
The act provides that no part of the services in contracts in excess of \$2,500 may be performed in buildings or surroundings or under working conditions, provided by or under the contract or in connection with the contract, which are unsanitary or hazardous or dangerous to the health or safety of service employees engaged to furnish the service. The safety and health provisions of the Service Contract Act are administered by the Occupational Safety and Health Administration.

Notice to Employees
In the data a service employee commences work on a contract in excess of \$2,500, the contractor (or subcontractor) must provide the employee with a notice of the compensation required by the act. The posting of the notice (including any applicable wage determination) contained on the reverse in a location where it may be seen by all employees performing on the contract will satisfy this requirement.

Notice in Subcontracts
The contractor is required to insert in all subcontracts the labor standards clauses specified by the regulations in 29 CFR Part 4 Federal service contracts exceeding \$2,500.

Responsibility for Secondary Contractors
Primary contractors are liable for violations of the act committed by their covered secondary contractors.

Other Obligations
Observance of the labor standards of these acts does not relieve the employer of any obligations it may have under any other laws or agreements providing for higher labor standards.

Additional Information
Additional information and copies of the acts and applicable regulations and interpretations may be obtained from the nearest office of the Wage and Hour Division or the national office in Washington, D.C. Information pertaining to safety and health standards may be obtained from the nearest office of the Occupational Safety and Health Administration or the national office in Washington, D.C.

Know Your Rights: Workplace Discrimination is Illegal

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action provisions of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

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

What Organizations are Covered?
• Most private employers
• State and local governments (see employees)
• Educational institutions (see employees)
• Unions
• Staffing agencies

What Types of Employment Discrimination are Illegal?
Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of:

• Race
• Color
• Religion
• National origin
• Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
• Age (40 and older)
• Disability

• Information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
• Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
• Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

Protected Veteran Status
The Veterans Era Veterans' Readjustment Assistance Act of 1974, as amended, Title 38, U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans &c., within the meaning of the Act, or by calling or referring to a veteran or campaign badge veterans, or Armed Forces service medal veterans.

Retaliation
Retaliation is prohibited against a person who files a complaint of discrimination, participates in a OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately.

What Employment Practices can be Challenged as Discriminatory?
All aspects of employment, including:
• Discharge, firing, or lay-off
• Harassment (including unwelcome verbal or physical conduct)
• Hiring or promotion
• Assignment
• Pay (wage/salary or compensation)
• Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely held religious belief, observance or practice
• Benefits
• Job training
• Classification
• Referral
• Obtaining or disclosing genetic information of employees
• Requesting or disclosing medical information of employees
• Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding
• Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including access workplace or pregnancy accommodation)

What can You do if You Believe Discrimination has Occurred?
Contact the EEOC promptly if you suspect discrimination. Do not wait, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live). You can reach the EEOC at any of the following ways:
• Submit an inquiry through the EEOC's public portal: eefccp.eeoc.gov/portal/submit.aspx
• Call 1-800-669-4000 (toll free)
• 1-800-669-4000 (TDD)
• 1-844-234-5122 (ASL video phone)
• Visit an EEOC field office information at www.eeoc.gov/field-office
• E-mail info@eeoc.gov
Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
Race, Color, National Origin, Sex
In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VII if the primary objective of the contract is the provision of employment, or where employment discrimination cases or may cause discrimination in providing services under such programs. Title VII of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

Individuals with Disabilities
Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodations, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

Workplace Discrimination is Illegal
The American Recovery and Reinvestment Act of 2009 provides protections for certain employees of non-federal employers who make specified disclosures relating to possible fraud, waste and/or abuse or Recovery Act funds.

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

What Organizations are Covered?
• Most private employers
• State and local governments (see employees)
• Educational institutions (see employees)
• Unions
• Staffing agencies

What Types of Employment Discrimination are Illegal?
Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of:

• Race
• Color
• Religion
• National origin
• Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
• Age (40 and older)
• Disability

• Information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
• Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
• Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

Protected Veteran Status
The Veterans Era Veterans' Readjustment Assistance Act of 1974, as amended, Title 38, U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans &c., within the meaning of the Act, or by calling or referring to a veteran or campaign badge veterans, or Armed Forces service medal veterans.

Retaliation
Retaliation is prohibited against a person who files a complaint of discrimination, participates in a OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately.

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All aspects of employment, including:
• Discharge, firing, or lay-off
• Harassment (including unwelcome verbal or physical conduct)
• Hiring or promotion
• Assignment
• Pay (wage/salary or compensation)
• Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely held religious belief, observance or practice
• Benefits
• Job training
• Classification
• Referral
• Obtaining or disclosing genetic information of employees
• Requesting or disclosing medical information of employees
• Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding
• Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including access workplace or pregnancy accommodation)

What can You do if You Believe Discrimination has Occurred?
Contact the EEOC promptly if you suspect discrimination. Do not wait, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live). You can reach the EEOC at any of the following ways:
• Submit an inquiry through the EEOC's public portal: eefccp.eeoc.gov/portal/submit.aspx
• Call 1-800-669-4000 (toll free)
• 1-800-669-4000 (TDD)
• 1-844-234-5122 (ASL video phone)
• Visit an EEOC field office information at www.eeoc.gov/field-office
• E-mail info@eeoc.gov
Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

ADDITIONAL INFORMATION
Executive Order 13706 applies to new contracts and replacements for expiring contracts with the Federal Government starting January 1, 2017. It applies to federal contractors for construction and many types of federal contracts for services. Some state and local laws also require that employees be provided with paid sick leave. Employees must comply with all applicable requirements.

WHD
WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR
1-866-407-6243
www.dol.gov/whd/government-contractors
REV 03/22

Know Your Rights Under the Recovery Act!

Did you know?
The American Recovery and Reinvestment Act of 2009 provides protections for certain employees of non-federal employers who make specified disclosures relating to possible fraud, waste and/or abuse or Recovery Act funds.

Who is Protected?
• Employees of non-federal employers receiving recovery funds. This includes State and local governments, contractors, subcontractors, grantees or professional membership organizations acting in the interest of recovery fund recipients.

How are Whistleblowers Protected?
You cannot be discharged, demoted or otherwise discriminated against as a reprisal for making a protected disclosure of information.

What types of disclosures are protected?
The disclosure must be made by the employee to the Recovery Accountability and Transparency Board, an Inspector General, the Comptroller General, a member of Congress, a state or federal regulatory or law enforcement agency, a person with supervisory authority over the employee, a court or grand jury, or the head of a federal agency or higher representatives.

The disclosure must involve information that the employee believes is evidence of:
• gross mismanagement of an agency contract or grant relating to recovery funds;
• a gross waste of recovery funds;
• a substantial and specific danger to public health or safety related to the implementation or use of recovery funds;
• an abuse of authority related to the implementation or use of recovery funds; or
• a violation of law, rule, or regulation related to an agency contract or grant awarded or issued relating to recovery funds.

Take Action!
Log on to Recovery.gov for more information about your rights and details on how to report at www.RECOVERY.gov.

Section 1555 of Division A, Title XVI of the American Recovery and Reinvestment Act of 2009, PL 111-5

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.
• **Choose not to do any of these activities**, including joining or remaining a member of a union.

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.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with 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 that discourages you from engaging in that activity.
• **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 circumstances.
• **Spy on or videotape peaceful union activities** and gatherings or pretend to do so.

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• **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 that discourages you from engaging in that activity.
• **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 circumstances.
• **Spy on or videotape peaceful union activities** and gatherings or pretend to do so.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:
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