



**Surry County Public Safety Tower
IFB # 2015-01 RLR**

Addendum #1

For Surry County Broadband Network

PLEASE NOTE:

On July 10, 2015, Surry County Posted an Addendum to IFB#2015-01 RLR to include required Federal Contract language and Davis-Bacon Wage Rate as prescriptive provisions of the proposed Invitation for Bid and required provisions of any subsequent contracts executed for the project. The addendum items are attached to this cover sheet. Should you have any questions or desire additional information, please feel free to contact Ms. Rhonda L. Russell, Director Planning & Community Development at 757-294-5210 or by email at rlrussell@surrycountyva.gov

Wage Decision

General Decision Number: VA150119 06/26/2015 VA119

Superseded General Decision Number: VA20140119

State: Virginia

Construction Type: Building

County: Surry County in Virginia.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Davis-Bacon Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/02/2015
1	03/13/2015
2	05/01/2015
3	06/26/2015

BOIL0045-004 10/01/2013

	Rates	Fringes
BOILERMAKER.....	\$ 32.36	27.62

CARP0613-008 05/01/2010

	Rates	Fringes
CARPENTER.....	\$ 21.51	7.27+2%

ELEC0666-012 03/01/2015

	Rates	Fringes
ELECTRICIAN.....	\$ 29.50	39.75%

ENGI0147-024 11/01/2013

	Rates	Fringes
Power equipment operators: Cranes 90 tons & over capacity; Tower & Climbing Cranes with Controls 100 ft. above ground.....	\$ 28.30	8.69%+8.15

Cranes under 90 tons.....\$ 27.38 8.69%+8.15
 Forklift.....\$ 23.58 8.69%+6.55

* IRON0079-010 06/01/2015

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 24.90	13.78

LABO0351-003 06/01/2010

	Rates	Fringes
LABORER (Mason Tender Brick).....	\$ 13.85	5.55

PLUM0540-007 05/01/2015

	Rates	Fringes
PIPEFITTER (Including HVAC Pipe & System Installation).....	\$ 26.45	15.08
PLUMBER.....	\$ 26.45	15.08

SHEE0100-038 07/01/2014

	Rates	Fringes
SHEET METAL WORKER (Including HVAC Duct Installation).....	\$ 22.13	15.05

SUVA2010-126 09/20/2010

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR.....	\$ 23.29	10.09
BRICKLAYER.....	\$ 21.05	3.61
CEMENT MASON/CONCRETE FINISHER...\$	17.75	3.08
IRONWORKER, ORNAMENTAL.....	\$ 24.00	10.16
LABORER: Common or General.....	\$ 9.78	1.31
LABORER: Landscape.....	\$ 10.64	0.00
LABORER: Mason Tender - Cement/Concrete.....	\$ 12.96	3.12
LABORER: Pipelayer.....	\$ 14.44	2.35
METAL BUILDING ERECTOR.....	\$ 15.75	2.07
OPERATOR: Backhoe.....	\$ 17.67	3.16
OPERATOR: Bobcat/Skid Steer/Skid Loader.....	\$ 15.62	2.40
OPERATOR: Bulldozer.....	\$ 21.50	4.80

OPERATOR: Excavator.....	\$ 16.43	4.82
OPERATOR: Loader.....	\$ 20.63	4.80
OPERATOR: Mechanic.....	\$ 18.23	1.59
OPERATOR: Roller.....	\$ 21.50	4.80
PAINTER: Brush and Roller.....	\$ 17.34	5.59
PAINTER: Spray.....	\$ 21.01	6.91
ROOFER.....	\$ 21.55	7.01
TILE FINISHER.....	\$ 17.32	6.72
TILE SETTER.....	\$ 21.12	7.68
TRUCK DRIVER: Dump Truck.....	\$ 13.25	1.80

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (i) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1,

2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour

Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

Required Federal Contract Language

LOCAL (SECTION 3) COUNTY BUSINESS AND EMPLOYMENT PLAN

1. The *Surry County Board of Supervisors* designates as its Section 3 Business and Employment Project Area the County of Surry, Virginia.
2. The *Surry County Board of Supervisors*, its contractors, and designated third parties shall in utilizing Community Development Block Grant (CDBG) funds utilize businesses and low-income residents of the Section 3 County in carrying out all activities, to the greatest extent feasible. The Grantee will request all contractors and subcontractors both construction and non-construction to verify their eligibility as a Section 3 Business. The Grantee will monitor for Section 3 compliance all contracts in excess of \$100,000 relative to new hires with a goal of 30% low income representation and subcontracting with a goal of 10% low income representation.
3. In awarding contracts for construction and non-construction the *Surry County Board of Supervisors*, its contractors, and designated third parties shall take the following steps to utilize businesses which are located in or owned in substantial part by persons residing in the Section 3 County:
 - (a) The *Surry County Board of Supervisors* has identified the following contracts as necessary to complete the CDBG activities.
Tower Construction, Electrical, Earthworks.
 - (b) The *Surry County Board of Supervisors* shall identify through various and appropriate sources including:

Section 3 County Newspaper of General Circulation *Sussex Surry Dispatch*,

the Section 3 Business concerns within the Section 3 County which are likely to provide construction contracts and non-construction contracts for services which will be utilized in the activities funded through the CDBG.
 - (c) The identified Section 3 Business concerns shall be included on bid lists used to obtain bids, quotes or proposals for work which will utilize CDBG funds.
 - (d) To the greatest extent feasible the identified Section 3 Business concerns and any other project area business concerns shall be utilized in activities which are funded with CDBG assistance.
4. The *Surry County Board of Supervisors* and its covered contractors (those awarded a contract for \$100,000 or more) shall take the following steps to encourage the hiring of low-income persons residing in the Section 3 County:

- (a) The *Surry County Board of Supervisors* in consultation with its contractors (including design professionals) shall ascertain the types and number of positions for both trainees and employees which are likely to be used to conduct CDBG activities.
- (b) The *Surry County Board of Supervisors* shall advertise through the following sources:

Sussex Surry Dispatch, Project Area Newspaper of General

the availability of such positions with the information on how to apply.

- (c) The *Surry County Board of Supervisors*, its covered contractors, and subcontractors shall be required to maintain a record of inquiries and applications by project area residents who respond to advertisements, and shall maintain a record of the status of such inquires and applications.
 - (d) To the greatest extent feasible, the *Surry County Board of Supervisors*, its covered contractors, and subcontractors shall hire low-income project area residents (Section 3 Residents) in filling training and employment positions necessary for implementing activities funded by CDBG activities.
5. In order to document compliance with the above affirmative actions and Section 3 of the *Housing and Community Development Act of 1974, as amended*, the *Surry County Board of Supervisors* shall keep, and obtain from its covered contractors and subcontractors, *Registers of Contractors, Subcontractors and Suppliers* and *Registers of Assigned Employees* for all activities funded by the Block Grant. Such listings shall be completed and shall be verified by site visits and employee interviews, crosschecking of payroll reports and invoices, and through audits if necessary.
 6. The *Surry County Board of Supervisors*, its covered contractors, and subcontractors shall designate a Section 3 Coordinator to ensure compliance with this regulation. The Section 3 Coordinator for the County of Surry, Virginia shall be Ms. Rhonda L. Russell, Planning & Community Development Director throughout the course of this active CDBG agreement.
 7. The *Surry County Board of Supervisors*, its covered contractors, and subcontractors shall create and maintain a Section 3 Directory of all Section 3 Business concerns within the geographic area that perform the work needed to complete this community development agreement.
 8. The *Surry County Board of Supervisors* shall report annually to DHCD on the numerical goals and dollar amounts awarded to Section 3 Residents and Section 3 Business concerns using HUD form 60002.

AUTHORIZATION OF PAYROLL DEDUCTIONS

I, _____ (*Employee's Name*), hereby authorize _____ (*Company's Name*) to deduct the following amount(s) from my weekly earnings in the following categories:

Purpose	Amount	Authorization Expires
1. Medical Insurance	_____	_____
2. Dental Insurance	_____	_____
3. Short-term Disability	_____	_____
4. Supplemental	_____	_____
5. Child Support	_____	_____
6. Garnishment Payments	_____	_____
7. 401(k) Match	_____	_____
8. Savings Account	_____	_____
9. Other (Specify) _____	_____	_____
TOTAL	_____	

Signature

Type or Write Name

Date

Record of Employee Interview

U.S. Department of Housing and Urban Development Office of Labor Relations

OMB Approval No. 2501-0009
(exp. 10/31/2010)

Sensitive Information. The information collected on this form is considered sensitive and is protected by the Privacy Act. The Privacy Act requires that these records be maintained with appropriate administrative, technical, and physical safeguards to ensure their security and confidentiality. In addition, these records should be protected against any anticipated threats or hazards to their security or integrity that could result in substantial harm, embarrassment, inconvenience, or unfairness to any individual on whom the information is maintained.

1a. Project Name			2a. Employee Name		
1b. Project Number			2b. Employee Phone Number (including area code)		
1c. Contractor or Subcontractor (Employer)			2c. Employee Home Address & Zip Code		
			2d. Verification of identification? Yes <input type="checkbox"/> No <input type="checkbox"/>		
3a. How long on this job?	3b. Last date on this job before today?	3c. No. of hours last day on this job?	4a. Hourly rate of pay?	4b. Fringe Benefits?	
				Vacation Yes <input type="checkbox"/> No <input type="checkbox"/>	4c. Pay stub? Yes <input type="checkbox"/> No <input type="checkbox"/>
				Medical Yes <input type="checkbox"/> No <input type="checkbox"/>	
				Pension Yes <input type="checkbox"/> No <input type="checkbox"/>	

5. Your job classification(s) (list all) --- continue on a separate sheet if necessary

6. Your duties

7. Tools or equipment used

	Y	N		Y	N
8. Are you an apprentice or trainee?	<input type="checkbox"/>	<input type="checkbox"/>	10. Are you paid at least time and 1/2 for all hours worked in excess of 40 in a week?	<input type="checkbox"/>	<input type="checkbox"/>
9. Are you paid for all hours worked?	<input type="checkbox"/>	<input type="checkbox"/>	11. Have you ever been threatened or coerced into giving up any part of your pay?	<input type="checkbox"/>	<input type="checkbox"/>

12a. Employee Signature	12b. Date
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13. Duties observed by the Interviewer (Please be specific.)

14. Remarks

15a. Interviewer name (please print)	15b. Signature of Interviewer	15c. Date of interview
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Payroll Examination

16. Remarks

17a. Signature of Payroll Examiner	17b. Date
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RECORD OF EMPLOYEE INTERVIEW

Explanation of Form

What it is used for: To be used to interview project workers in order to determine that the Contractor and all subcontractors are complying with *Davis-Bacon Act, Contract Work Hours and Standards Act, and Copeland "Anti-Kickback" Act* requirements. It is used as a test against payroll information. It is also used to verify compliance with Section 3 requirements.

When it is Used: During the construction phase of the project.

Where it Goes: Grantee's Labor Standards project file.

General Instructions: Employees should be selected for interviews either at random or on the basis of suspected irregularities as determined through the site visit or Payroll Reports. The number of interviews necessary is determined by the size of the Project. **A minimum of at least one worker per trade and 25% of the total number of workers must be interviewed. Interviews must be conducted during construction a minimum of once a month** to determine the Contractor's compliance with the aforementioned federal requirements. Interviews **must** take place during the times in which **each** subcontract is being performed to assure that all trades are covered. This may mean that interviews will have to be conducted during evening or weekend hours.

Form Instructions: Items 1a – 1c: Self-explanatory.

Items 2a – 2d: Enter the employee's full name, a telephone number where the employee can be reached, and the employee's home address. Many construction workers use a temporary address in the locality of the project and have a more permanent address elsewhere from which mail may be forwarded to them. Obtain a more permanent address, if available.

Items 3a – 4c: Enter the employee’s responses. Ask the employee whether they have a pay stub with them; if so, determine whether the pay stub is consistent with the information provided by the employee.

Items 5 – 7: Try to get specific responses from the employee so it is easier to verify that the work observed is consistent with the job classification listed on the payroll report. For example, the job classification (#5) must identify the trade involved e.g.; Carpenter, Electrician, Plumber, etc.

Items 8 – 12b: Self-explanatory. If the employee will not sign the form, just note it in the appropriate box.

Items 13 – 15c: These items represent some of the most important information that can be gathered while conducting on-site interviews. Please be specific about the duties you observed the employee performing. It may be easiest to make these observations before initiating the interview. Please record any comments or remarks that may be helpful. For example, if the employee interviewed was working with a crew, how many workers were in the crew? What activities was the employee doing e.g.; dumping gravel, laying down pipe, connecting pipe in a ditch, etc. What tools and pieces of equipment was the employee using e.g.; shovel, level, pipe, pry bar, etc.

The level of specificity that is warranted is directly related to the extent to which interview(s) or other observations indicate that there may be violations present. If interviews indicate that there may be underpayments involving a particular trade(s), the interviewer is encouraged to interview as many workers in that trade(s) that are available.

Items 16 – 17b: The information on the form may be reviewed for general compliance, initially. For example, are the job classification and wage rate stated by the employee compatible with the classifications and wage rates on the applicable wage decision? Are the duties observed by the interviewer consistent with the job classification?

After completion of the interview the Contract Compliance Officer **must** note on the form whether the employee’s statements were consistent and whether they verified what was observed.

The Contract Compliance Officer must cross reference the information on the Record of Employee Interview form with

information from the Contractor's weekly Payroll Report, the Register of Assigned Employees, and the Wage Decision, indicating so by filling out the bottom part of the form. Appropriate action must be initiated to clear any discrepancies and questionable items.

LOCAL (SECTION 3) COUNTY BUSINESS AND EMPLOYMENT NOTICE

[Instructions: Publish as a display advertisement in the county paper's non-legal section.]

(Insert Locality's name) is preparing to carry out *(insert Name of Project)* through the use of Virginia Community Development Block Grant funds. In the implementation of this project the following job types may be available:

(Insert List of Job Classifications to be used during project here)

In carrying out this project *(Insert Locality's name)*, its covered contractors and subcontractors will, to the greatest extent feasible, utilize low income persons who permanently reside within *(Insert the Section 3 County's name here)* for employment and/or training positions.

All job openings will be listed with the local office of the Virginia Employment Commission. Persons qualified for the jobs listed should register at the following location:

(Insert Name and Address of local VEC Office or Other Location if appropriate)

Additionally, the following contracts will/may be solicited:

Insert list of construction, non-construction, and service contracts to be procured during the project.

Insert list of construction subcontracts, major, specific equipment and general types of materials to be used during the project.

(Insert Locality's name) will, to the greatest extent feasible, use businesses located in and majority owned by or with a 30% personnel representation of low-income persons residing in *(Insert the Section 3 County's name here)*.

Any person residing or firm located in the above named localities may request to participate in procurement opportunities associated with this project by contacting the Section 3 Coordinator within ten (10) days of this notice:

Name of Designated Official

Address

Grantee's Phone Numbers

Virginia Relay: 711

Grantee's Fax Number

Written requests should include the name, address, service and phone number.

All above-referenced procurements will be made on a competitive basis. The names of businesses who respond to this notice will be included on procurement lists for this project for Section 3 covered contractors seeking to meet the requirements. Names of job seekers will also be given to covered contractors.

SECTION 3 PLAN OF ACTION CONTRACTOR OR SUBCONTRACTOR

CONTRACTOR OR SUBCONTRACTOR

For contracts exceeding \$100,000

Section 3 Plan of Action

_____ (*Name of contractor*) agrees to implement the following specific Plan of Action steps directed at increasing the utilization of lower income residents and businesses within the City/County of _____.

- A. To ascertain from the locality's Grantee the exact boundaries of the Section 3 covered project area and where advantageous, seek the assistance of local officials in preparing and implementing the Section 3 Plan of Action for _____ (*Name of Business*) _____.
- B. Attempt to recruit from within the Section 3 area the necessary number of lower income residents through: a display advertisement in a local newspaper, signs placed at the project site, directly contacting the local Virginia Employment Commission (VEC) office, the local County (or City) Department of Social Services, or any Community Action Agencies that serve the Section 3 area.
- C. Maintain a list of all lower income residents who have applied either on their own or on referral from any source, and to employ such persons that are qualified, if otherwise eligible and if a vacancy exists.
- D. For all solicitations in excess of \$100,000 for subcontractors, determine if each responding subcontractor is a Section 3 business for the project and insert this Section 3 Plan of Action requirement in any resulting agreement. Contracts and subcontracts for less than \$100,000 are exempt from the preparation of a Section 3 Plan of Action.
- E. To formally contact subcontractors and other appropriate groups to secure their cooperation for the program.
- F. To ensure that all appropriate project area business concerns are notified of the pending sub-contractual opportunities.
- G. To maintain records, including copies of correspondence, memoranda etc., which document that all of the above affirmative action steps have been taken.

- H. To appoint or recruit an executive official of the company or agency as Equal Opportunity Officer to coordinate the implementation of this Section 3 Plan.
- I. To list on Table A information related to subcontracts to be awarded.
- J. To list on Table B all projected workforce needs for all phases of this project by occupation, trade, skill level, and number of positions.

As officers and representative of (Name of Contractor/Subcontractor) , we the undersigned have read and fully agree to this Section 3 Plan of Action, and become a party to the full implementation of this program.

Signature

Title

Date

Signature

Title

Date

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4.E ESTIMATED PROJECT WORKFORCE BREAKDOWN

TABLE B

ESTIMATED PROJECT WORKFORCE BREAKDOWN

COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5
JOB CATEGORY	TOTAL ESTIMATED POSITIONS	NO. POSITIONS CURRENTLY OCCUPIED BY PERMANENT EMPLOYEES	NO. POSITIONS NOT CURRENTLY OCCUPIED	NO. POSITIONS TO BE FILLED WITH LIPAR*
OFFICERS/SUPERVISORS				
PROFESSIONALS				
TECHNICIANS				
HOUSING SALES/RENTAL/MGMT.				
OFFICE CLERICAL				
SERVICE WORKERS				
OTHERS				

TRADE:

JOURNEYMEN				
APPRENTICES				
MAXIMUM NO. TRAINEES				
OTHERS				

TRADE:

JOURNEYMEN				
APPRENTICES				
MAXIMUM NO. TRAINEES				
OTHERS				

*Lower Income Project Area Residents, Individuals residing within the City/County of _____ whose family income does not exceed 80% of the median income.

Company

SECTION 3 BUSINESS CERTIFICATION

COUNTY OF _____

 ADDRESS _____

 PHONE NUMBER _____

CERTIFICATION FOR BUSINESS CONCERNS SEEKING NOTIFICATION OF SECTION 3 CONTRACTING (SERVICES AND CONSTRUCTION) OPPORTUNITIES AND DEMONSTRATION OF CAPABILITY

Name of Business _____

Address of Business _____

Phone # _____ Email Address _____

DUNS Number _____ EIN # _____ or SS # (s) _____

Type of Business: Corporation Partnership
 Sole Proprietorship Joint Venture

County Business License Registration # _____

Please attach other documents verifying location of business in _____ County; the residence of owners (51% minimum) in _____ County; and LMI status of primary owners.

For business owners who live in _____ County:

- Copy of resident lease, or
- Copy of property ownership/occupancy documentation, and
- Complete and sign certification of owner's household income on reverse of this form.

For business entity as applicable:

- Copy of Articles of Incorporation Partnership Agreement
- List of owners/stockholders and % ownership of each
- Organization chart with names and titles Additional documentation

Businesses located in _____ County may also qualify for Section 3 designation if at least 30 percent of their workforce currently lives in _____ County and have household incomes under 80% of the County median income by household size.

- List of all current full-time employees
- List of employees who live in _____ County

Attach HOUSEHOLD Income Certifications –signed– from current full-time employees who are County Residents....see Income Certification form for Employees attached.

Evidence of ability to perform successfully under the terms and conditions of the proposed contract:

- Current financial statement
- Statement of commitment to comply with public policy*
- List of owner equipment
- List of all contracts for the past two years

Authorizing Name and Signature

(Corporate Seal)

Attested by: _____

**CONTRACTOR'S/SUBCONTRACTOR'S
NEW EMPLOYEE INFORMATION FORM**

One *New Employee Information Form* is completed by the employer for each new employee hired for work on this project during the construction phase of the project.

This is a required form and should accompany the first payroll on which the name of the newly hired employee appears.

1. Name of Grant Recipient _____
2. CDBG Contract Number _____
3. Name of Employer _____
4. Name of New Employee _____
5. Street Address or P.O. Box # _____
6. City and Zip Code _____
7. Date of Hire of New Employee _____

8. Methods of attempting to recruit local persons of low and moderate income include: display advertisement in a local newspaper, public bulletin board, consideration of all applications received, U.S. employment service (i.e. local VEC office), a sign at the project site, and the posting of a notice at the project site. On the line below, list the method(s) used:

9. Does the employee live within the corporate limits (boundaries) of the Section 3 area listed on line 1? Yes No

****The Resident Employment Data sheet must accompany this form.**

Signature of Employer or Employer Representative

Date

If the answer to 9 is "Yes" and if the household income is below the income category based on the number of persons residing in the household, and based on current Section 8 income limits, the employee is a Section 3 employee.

10. Is the above listed employee a Section 3 employee? Yes No

Signature of CDBG Grant Manager

Date

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RESIDENT EMPLOYMENT DATA

THE COUNTY/CITY OF

ELIGIBILITY FOR PREFERENCE

Eligibility for Preference

A Section 3 resident seeking the preference in training and/or employment provided by this part shall self-certify, or submit evidence to the recipient contractor or subcontractor, if requested, that the person is a Section 3 resident, as defined in Section 135.5.

Self-Certification for Resident Seeking Section 3 Preference in Training and/or Employment

I, _____, am a legal resident of the _____
_____ and meet the income eligibility guidelines for a low-income person as published in Section 3: Income Limits.

My permanent address is: _____

WARNING: Title 18, Section 1001 of the U.S. Code states that a person is guilty of a felony for knowingly and willingly making false or fraudulent statements to any department of the United States Government.

Signature

Print Name

Date

SECTION 3 INCOME LIMITS

SECTION 3 INCOME LIMITS

All residents of public housing developments of the _____ Housing Authority qualify as Section 3 residents. Additionally, individuals residing in the _____ City of _____ who meet the income limits set forth below, can also qualify for Section 3 status.

Your signature below will serve as self-certification of your total household income based on your family size. Please circle the family size, review the corresponding income level and indicate whether your household income is above or below the center column figure for your household size. Feel free to ask for assistance if you do not understand these instructions.

A picture identification card and proof of current residency is required.

Eligibility Guideline

Number in Household	INCOME LEVEL		
	ABOVE	BELOW	
1 individual			
2 individuals			
3 individuals			
4 individuals			
5 individuals			
6 individuals			
7 individuals			
8 individuals			

WARNING: Title 18, Section 1001 of the U.S. Code states that a person is guilty of a felony for knowingly and willingly making false or fraudulent statements to any department of the United States Government.

Signature

Print Name

Date

EMPLOYEE RIGHTS UNDER THE DAVIS-BACON ACT

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

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

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 up to 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.

PROPER PAY

If you do not receive proper pay, or require further information on the applicable wages, contact the Contracting Officer listed below:

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



For additional information:

1-866-4-USWAGE
(1-866-487-9243) TTY: 1-877-889-5627



WWW.WAGEHOUR.DOL.GOV



Commonwealth of Virginia
Virginia Employment Commission



NOTICE TO WORKERS

Every day many unemployed workers tell us that unemployment insurance is due them "because they have paid for it." This is not true in Virginia. There are no deductions from your paycheck for unemployment insurance. Employers' taxes are deposited in a trust fund from which unemployment insurance benefits are paid. Do not confuse unemployment insurance with Old Age and Survivors Insurance to which both you and your employer contribute.

YOU MAY APPLY FOR UNEMPLOYMENT INSURANCE BENEFITS IF:

- You are totally unemployed, or
- You are working at reduced wages and hours,

IF YOU ARE TOTALLY UNEMPLOYED OR ON A TEMPORARY LAYOFF:

The first week you are unemployed; register for work; and file a claim for benefits by calling 1-866-832-2363, online at www.VaEmploy.com or in person at the nearest Virginia Employment Commission office.

IF YOU ARE WORKING REDUCED HOURS:

The first week your hours have been reduced; file a claim for partial benefits by calling 1-866-832-2363, or in person at the nearest Virginia Employment Commission office.

TO BE ELIGIBLE FOR BENEFITS, THE LAW REQUIRES THAT YOU:

- File a claim with the Virginia Employment Commission.
- Have earned sufficient wages from employers who are subject to the Unemployment Compensation Act of Virginia or any other state within your Base Period.
- Must be unemployed through no fault of your own.
- Must be able and available to work and making an active search for work.
- Continue to report as instructed by the Virginia Employment Commission.

You cannot be paid unemployment benefits until you have filed your claim. To speed payment of benefits, you should file your claim as soon as you become unemployed or your hours are reduced. If you have any questions about your rights and responsibilities under the Virginia Unemployment Compensation Act, visit the nearest office of the Virginia Employment Commission.

THE LAW REQUIRES EMPLOYERS TO POST THIS NOTICE IN A PLACE VISIBLE TO ALL WORKERS.

An Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities.

This notice is available in Spanish. Direct requests to:

Employer Accounts Unit

PO Box 1358

Richmond, VA 23218-1358

VEC B-29 (7/06)



Job Safety and Health Protection

THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (VOSH) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF VIRGINIA, PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS. THE PURPOSE OF THE LAW IS TO ASSURE SAFE AND HEALTHFUL WORKING CONDITIONS THROUGHOUT THE STATE. THE VIRGINIA SAFETY AND HEALTH CODES BOARD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH STANDARDS, AND EMPLOYERS AND EMPLOYEES ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS: http://www.doli.virginia.gov/whatwedo/enforcement/osha_vosh_std.html. YOU MAY ALSO CONTACT THE DEPARTMENT OF LABOR AND INDUSTRY OFFICES LISTED BELOW TO RECEIVE PRINTED COPIES OF THE VIRGINIA UNIQUE STANDARDS AND OBTAIN THE NAMES OF PUBLISHERS OF THE FEDERAL IDENTICAL STANDARDS.

Employers

Each employer shall furnish to each of his employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to his employees, and shall comply with occupational safety and health standards issued under the law.

Employees

Each employee shall comply with all occupational safety and health standards, rules, regulations and orders issued under the Law that apply to his own actions and conduct on the job.

Inspection

The Law requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the VOSH inspector for the purpose of aiding the inspection.

Where there is no authorized employee representative, the VOSH inspector must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

Citation

If upon inspection VOSH believes an employer has violated the Law, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected.

The VOSH citation must be prominently displayed at or near the place of alleged violation for three days or until the violation is corrected, whichever is later, to warn employees of dangers that may exist there.

Proposed Penalty

The Law provides for mandatory penalties against private sector employers of up to \$7,000 for each serious violation and for optional penalties of up to \$7,000 for each other-than-serious violation. Penalties of up to \$7,000 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Law may be assessed penalties of up to \$70,000 for each such violation.

Public Sector employers, all departments, agencies, institutions or other political subdivisions of the Commonwealth, are exempt from the penalty provisions of this Law.

Criminal penalties are also provided for in the Law. Any willful violation resulting in the death of an employee is punishable, upon conviction, by a fine of not more than \$70,000 or by imprisonment for not more than six months, or by both. Subsequent conviction of an employer after a first conviction doubles these maximum penalties.

Complaint

Employees or their representatives have the right to file a complaint with the nearest VOSH office requesting an inspection if they believe unsafe or un-

healthy conditions exist in their workplace. VOSH will withhold, on request, names of employees filing complaints. Complaints may be made at the Department of Labor and Industry addresses shown below.

Discrimination

The Law provides that employees may not be discharged or discriminated against in any way for filing safety and health complaints or otherwise exercising their rights under the Law.

An employee who believes he has been discriminated against for exercising their rights under the Law, may file a complaint with the Commissioner of the Virginia Department of Labor and Industry within 60 days of the alleged discrimination.

CASPA

Complaints Against State Plan Administration: Any person may complain to the Regional Administrator of OSHA (address below) concerning the Administration of the State Safety and Health Program.

State Coverage

The VOSH program shall apply to all public and private sector businesses in the State except for Federal agencies, businesses under the Atomic Energy Act, railroad rolling stock and tracks, certain Federal enclaves, and businesses covered by the Federal Maritime jurisdiction.

Voluntary Activity

Voluntary efforts by the employer to assure his workplace is in compliance with the Law are encouraged. Voluntary Safety and Health Consultation and Training Programs exist to assist employers. These services may be obtained by contacting the Department of Labor and Industry addresses shown below.

Recordkeeping

Employers now have a new system for tracking workplace injuries and illnesses. OSHA's new recordkeeping log (Form 300) is simpler to understand and use. Using a question and answer format, the revised recordkeeping rule provides guidance for recording occupational injuries and illnesses and explains how to classify specific cases. Smaller employers (fewer than 10 employees) are exempt from most requirements. To see if your industry is partially exempt, visit the OSHA Website at www.osha.gov/recordkeeping/pub316text.html.

Fatalities

Any fatality or injuries to three (3) or more employees involving inpatient hospitalization from a workplace incident, must be reported to the nearest VOSH office within eight(8) hours. Failure to report may result in a \$5,000 fine.

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

Powers-Taylor Building
13 South Thirteenth Street
Richmond, VA 23219
VOICE (804) 371-2327
TDD (804) 786-2376
FAX (804) 371-6524

<http://www.doli.virginia.gov>

U.S. Department of Labor
OSHA Regional Administrator
The Curtis Center/ STE 740 West
170 South Independence Mall West
Philadelphia, PA 19106-3309
(215) 861-4900

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

Headquarters
Powers-Taylor Building
13 South Thirteenth Street
Richmond, VA 23219
(804) 371-2327

Central Virginia/Richmond
North Run Business Park
1570 East Perham Road
Richmond, VA 23226
(804) 271-3164

Northern Virginia/Manassas
10915 Battlefield Parkway
Manassas, VA 20109
(703) 792-0900

Tidewater/Norfolk
6363 Center Drive
Building 6, Suite 101
Norfolk, VA 2350
(757) 455-0891

Southeast/Roanoke
Brammer Village
3013 Peters Creek Road
Roanoke, VA 24015
(540) 562-3580

Abingdon
The Johnson Center
488 East Main Street
Suite 114
Abingdon, VA 24210
(276) 675-5465

Lynchburg
3704 Old Forest Road
Suite B
Lynchburg, VA 24501
(434) 885-0606

Verona
201 Lee Highway
Verona, VA 24460
(540) 245-9260



VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

Courtney M. Malveaux
Commissioner

VIRGINIA SAFETY AND HEALTH CODES BOARD

Charles L. Stiff
Chairman

EMPLOYERS, THIS POSTER MUST BE DISPLAYED IN A PROMINENT PLACE IN THE ESTABLISHMENT TO WHICH YOUR EMPLOYEES NORMALLY REPORT TO WORK.

Job Safety and Health It's the law!

OSHA
Occupational Safety
and Health Administration
U.S. Department of Labor

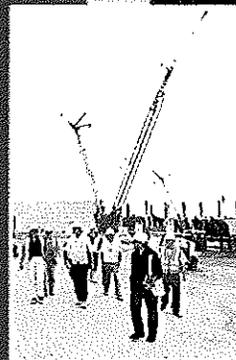
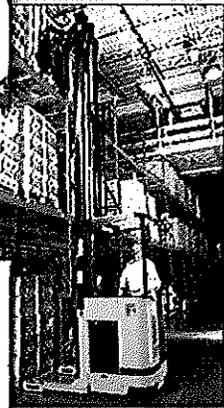
EMPLOYEES:

- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
- You have the right to request an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the *OSH Act*.
- You have the right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violations.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records and records of your exposures to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the *OSH Act* that apply to your own actions and conduct on the job.

EMPLOYERS:

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the *OSH Act*.

This free poster available from OSHA –
The Best Resource for Safety and Health



Free assistance in identifying and correcting hazards or complying with standards is available to employers, without citation or penalty, through OSHA-supported consultation programs in each state.

1-800-321-OSHA
www.osha.gov

OSHA 3106-12-001

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

- OVERTIME PAY** At least 1½ times your 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 declared 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 under the following conditions:
- No more than*
- 3 hours on a school day or 18 hours in a school week;
 - 8 hours on a non-school day or 40 hours in a non-school week.
- Also, work may not begin before 7 a.m. or end after 7 p.m., except from June 1 through Labor Day, when evening hours are extended to 9 p.m. Different rules apply in agricultural employment.
- TIP CREDIT** Employers of "tipped employees" must pay a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips 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. Certain other conditions must also be met.
- ENFORCEMENT** The Department of Labor may recover back wages either administratively or through court action, for the employees that have been underpaid in violation of the law. Violations may result in civil or criminal action.
- Employers may be assessed civil money penalties of up to \$1,100 for each willful or repeated violation of the minimum wage or overtime pay provisions of the law and up to \$11,000 for each employee who is the subject of a violation of the Act's child labor provisions. In addition, a civil money penalty of up to \$50,000 may be assessed for each child labor violation that causes the death or serious injury of any minor employee, and such assessments may be doubled, up to \$100,000, when the violations are determined to be willful or repeated. The law also prohibits discriminating against or discharging workers who file a complaint or participate in any proceeding under the Act.
- ADDITIONAL INFORMATION**
- Certain occupations and establishments are exempt from the minimum wage and/or overtime pay provisions.
 - Special provisions apply to workers in American Samoa and the Commonwealth of the Northern Mariana Islands.
 - Some state laws provide greater employee protections; employers must comply with both.
 - The law requires employers to display this poster where employees can readily see it.
 - Employees under 20 years of age may be paid \$4.25 per hour during their first 90 consecutive calendar days of employment with an employer.
 - 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.



For additional information:

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627



WWW.WAGEHOUR.DOL.GOV

Seguridad y Salud en el Trabajo ¡Es la Ley!

OSHA

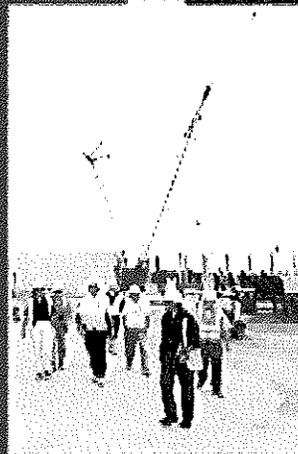
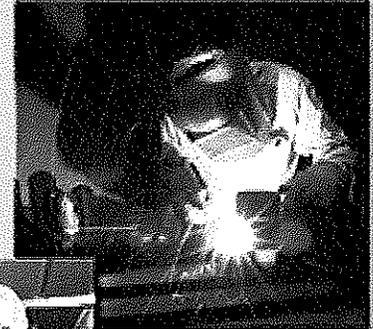
Administración de Seguridad y Salud Ocupacional
Departamento del Trabajo de los Estados Unidos

EMPLEADOS:

- Usted tiene el derecho de notificar a su empleador o a la OSHA sobre peligros en el lugar de trabajo. Usted también puede pedir que la OSHA no revele su nombre.
- Usted tiene el derecho de pedir a la OSHA que realice una inspección si usted piensa que en su trabajo existen condiciones peligrosas o poco saludables. Usted o su representante pueden participar en esa inspección.
- Usted tiene 30 días para presentar una queja ante la OSHA si su empleador llega a tomar represalias o discriminar en su contra por haber denunciado la condición de seguridad o salud o por ejercer los derechos consagrados bajo la Ley OSH.
- Usted tiene el derecho de ver las citaciones enviadas por la OSHA a su empleador. Su empleador debe colocar las citaciones en el lugar donde se encontraron las supuestas infracciones o cerca del mismo.
- Su empleador debe corregir los peligros en el lugar de trabajo para la fecha indicada en la citación y debe certificar que dichos peligros se hayan reducido o desaparecido.
- Usted tiene derecho de recibir copias de su historial o registro médico y el registro de su exposición a sustancias o condiciones tóxicas o dañinas.
- Su empleador debe colocar este aviso en su lugar de trabajo.
- Usted debe cumplir con todas las normas de seguridad y salud ocupacionales expedidas conforme a la Ley OSH que sean aplicables a sus propias acciones y conducta en el trabajo.

EMPLEADORES:

- Usted debe proporcionar a sus empleados un lugar de empleo libre de peligros conocidos.
- Usted debe cumplir con las normas de seguridad y salud ocupacionales expedidas conforme a la Ley OSH.



Los empleadores pueden obtener ayuda gratis para identificar y corregir las fuentes de peligro y para cumplir con las normas, sin citación ni multa, por medio de programas de consulta respaldados por la OSHA en cada estado del país.

1-800-321-OSHA

www.osha.gov

OSHA 3147-01-07R

DERECHOS DEL EMPLEADO BAJO LA LEY DE NORMAS JUSTAS DE TRABAJO

SECCIÓN DE HORAS Y SUELDOS DEL DEPARTAMENTO DE TRABAJO DE EEUU

SALARIO MÍNIMO FEDERAL

\$7.25

 POR HORA

A PARTIR DEL 24 DE JULIO DE 2009

PAGO DE SOBRETIENTO

Por lo menos tiempo y medio (1½) de su tasa regular de pago por todas las horas trabajadas en exceso de 40 en una semana laboral.

EMPLEO DE MENORES DE EDAD

El empleado ha de tener por lo menos 16 años de edad para trabajar en la mayoría de los trabajos no agrícolas y por lo menos tener 18 años para trabajar en trabajos no agrícolas declarados arriesgados por el/la Secretario(a) de Trabajo.

Jóvenes de 14 y 15 años de edad pueden trabajar fuera de horas escolares en varios trabajos que no sean en fabricación, minería, o arriesgados, bajo las siguientes condiciones:

No más de

- 3 horas en un día escolar o 18 horas en una semana escolar;
- 8 horas en un día no escolar o 40 horas en una semana no escolar.

Además, el trabajo no puede empezar antes de las 7 de la mañana o terminar después de las 7 de la tarde salvo del primero de junio hasta el Día de Labor, cuando las horas de la tarde se extienden hasta las 9 de la noche. Se aplican reglas distintas al empleo agrícola.

CRÉDITO POR PROPINAS

Empresarios de empleados que reciben propinas han de pagar un salario en efectivo de por lo menos \$2.13 por hora si declaran un crédito por propina contra sus obligaciones hacia el salario mínimo. Si las propinas del empleado combinadas con el salario en efectivo que paga el empresario de por lo menos \$2.13 por hora no equivalen al salario mínimo por hora, el empresario ha de suplir la diferencia. También se tiene que cumplir con otras condiciones.

CUMPLIMIENTO

El Departamento de Trabajo puede recuperar salarios atrasados administrativamente o mediante acción legal en los tribunales, para empleados a los cuales se les haya pagado por debajo y en violación de la ley.

A los empresarios se les puede imponer penas pecuniarias civiles de hasta \$1,100 por cada infracción intencional o repetida de las provisiones de la ley del pago del salario mínimo y del pago de sobretiempo y hasta \$11,000 por cada empleado que sea empleado en violación de las provisiones de la ley sobre el empleo de menores. Adicionalmente, se puede imponer una pena pecuniaria civil de hasta \$50,000 por cada infracción de las provisiones sobre el empleo de menores si causa la muerte o una lesión seria de un empleado menor de edad, y se pueden doblar dichas evaluaciones, hasta \$100,000, cuando se determinan que las infracciones son intencionales o repetidas. La ley también prohíbe la discriminación o el despido del trabajador por haber presentado una denuncia o por participar en cualquier procedimiento bajo la Ley.

INFORMACIÓN ADICIONAL

- Ciertas ocupaciones y ciertos establecimientos están exentos de las provisiones de pago de salario mínimo y de sobretiempo.
- Se aplican provisiones especiales a trabajadores de Samoa Americana y de la Comunidad de las Islas Marianas del Norte.
- Algunas leyes estatales proveen más protecciones al empleado; el empresario ha de cumplir con ambas.
- La ley exige que los empresarios pongan este cartel donde los empleados lo puedan ver fácilmente.
- A los empleados menores de 20 años de edad se les puede pagar menos de \$4.25 por hora durante los primeros 90 días civiles consecutivos de empleo con un empresario.
- Se les puede pagar menos del salario mínimo bajo ciertos certificados especiales emitidos por el Departamento de Trabajo a ciertos estudiantes de tiempo completo, estudiantes aprendices y a trabajadores con impedimentos.



Para información adicional:

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627

WWW.WAGEHOUR.DOL.GOV



U.S. Department of Labor | Wage and Hour Division

WHD 1088SPA (Revised July 2009)

DERECHOS DEL EMPLEADO

BAJO LA LEY DAVIS-BACON

PARA OBREROS Y MECÁNICOS EMPLEADOS EN PROYECTOS DE CONSTRUCCIÓN FEDERAL O CON ASISTENCIA FEDERAL

LA SECCIÓN DE HORAS Y SUELDOS DEL DEPARTAMENTO DE TRABAJO DE EEUU

**SALARIOS
PREVALECIENTES**

No se le puede pagar menos de la tasa de pago indicada en la Decisión de Salarios Davis-Bacon fijada con este Aviso para el trabajo que Ud. desempeña.

SOBRETIEMPO

Se le ha de pagar no menos de tiempo y medio de su tasa básica de pago por todas las horas trabajadas en exceso de 40 en una semana laboral. Existen pocas excepciones.

CUMPLIMIENTO

Se pueden retener pagos por contratos para asegurarse que los obreros reciban los salarios y el pago de sobretiempo debidos, y se podría aplicar daños y perjuicios si no se cumple con las exigencias del pago de sobretiempo. Las cláusulas contractuales de Davis-Bacon permiten la terminación y exclusión de contratistas para efectuar futuros contratos federales hasta tres años. El contratista que falsifique los registros certificados de las nóminas de pago o induzca devoluciones de salarios puede ser sujeto a procesamiento civil o criminal, multas y/o encarcelamiento.

APRENDICES

Las tasas de aprendices sólo se aplican a aprendices correctamente inscritos bajo programas federales o estatales aprobados.

**PAGO
APROPIADO**

Si Ud. no recibe el pago apropiado, o precisa de información adicional sobre los salarios aplicables, póngase en contacto con el Contratista Oficial que aparece abajo:

o póngase en contacto con la Sección de Horas y Sueldos del Departamento de Trabajo de EEUU.



Para obtener información adicional:

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627



WWW.WAGEHOUR.DOL.GOV