# **Federal Contractors Postings**



## 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









# FEDERAL MINIMUM

\$13.30 PER HOUR

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





### **EMPLOYEE RIGHTS ON GOVERNMENT CONTRACTS**

THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO:

### ☐ SERVICE CONTRACT ACT (SCA) ■ PUBLIC CONTRACTS ACT (PCA)

## U.S. DEPARTMENT OF LABOR

employment of homeworkers (except homeworkers with disabilities employed under the provisions of Regulations, 29 CSR But 630 on a covered contrast is not consisted.

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

CONTRACTORS

### **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.

CHILD LABOR

- Special provisions apply to workers in American Samea, the Commonw of the Northern Mariana Islanda, and the Commonwealth of Puerto Rico

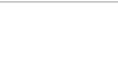




### **WORKER RIGHTS UNDER THE DAVIS-BACON ACT**

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.



ontact the U.S. Department of Labor's Wage and Hour Divisio



### Know Your Rights:

### **Workplace Discrimination is Illegal** EMPLOYERS HOLDING

FEDERAL CONTRACTS OR

Asking About, Disclosing, or Discussing Pay

SUBCONTRACTS

Disability

Protected Veteran Status

### Who is Protected?

- What Organizations are Covered?

### What Types of Employ

# What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: • Discharge, fifing, or lay-off • Harassment (including unwelcome verbal or physical

### What can You Do if You Believe

an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.asp. 1-800-669-4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone)





1-900-397-4223 (sel-free)

1-you are deaf, hard of hearing, or have a speech disability, please dial 
7-1-1 to access telecomman classes and the contractions relay services. OFCPD may deal 
contracted by swinting a question on finite to OFCPD\* ship long with 
an https://docarhelpelesk.cdg.gov/c by calling an OFCPD regional or 
district office, listed in most leephone directories under UI. S.

Government, Department of Labor and on OFCPD\* "Cranted Us" 
weekpage at https://www.dcb.gov/generois/ofcpc-contacts."

PROGRAMS OR ACTIVITIES

Race, Color, National Origin, Sex

Individuals with Disabilities

ASSISTANCE

RECEIVING FEDERAL FINANCIAL

naction of protections of files (i) of the Chil Rights Act of 1964, as senended, Title VI of the Chil Rights Act of 1964, as senended, Title VI of the Chil Rights Act of 1964, as mendeds, prohibits decrimination on the basis of race, color or national origin in programs or artivities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment

### 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

PAID SICK LEAVE
Executive Order 13706, Establishing Paid Sick Leave for Federal Contractors, requires certain employers that contract with the Federal Covernment to provide employees working on or in connection with those contracts with 1 hour of paid sick leave for every 30 hours they work—up to 56 hours of paid sick leave each year.

Employees must be experimented to use paid and ke leave each year.

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ADDITIONAL IMPGRIMATION
Executive Order 13706 applies to new contracts and replacements for expiring 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 state and local laws also require that employees be provided with paid sick leave. Employers must comply with all applicable requirements.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
REV 03/22

### **Know Your Rights Under the Recovery Act!**

FEDERAL CONTRACTORS

specified disclosures relating to possible fraud, waste and/or abuse or Recovery Act funds.

### Who is protected?

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

How are Whistleblowers Protected?

### What types of disclosures are protected?

The disdosure must be made by the employee to the Recovery Accountat and Transparency Board, an inspector General, the Comptroller General, a memory of Congress, a state or federal regulatory or law enforcement agency, a person with supervisory authority over the employee, acount or grand jury, or the head of a federal agency or his/her representatives. The disclosure must involve information that the employee believes is evidence of:

- 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

Take Action!

### PAY TRANSPARENCY NONDISCRIMINATION



OFCCP

# **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

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

remaining a member of a union. Illegal conduct will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the NLRB within as months of the unlawful activity. You may inquire about possible violations without within as months or anyone else being informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employee to rehire a worker wages and benefits, and may order in employer or which to cease violating the law. Employees should seek assistance from the carest regional NLRB office, which can be found on the Agency's website:



### 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.

You can also contact the NLRB by calling toll-free: 1-844-762-NLRB (6572). Language relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.



### 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 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
- 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.

prefered to do so.

The National Labor Relations Act covers most private-sector employers. Excluded from coverage under the NLRA are public-sector workers, independent contractors, workers, independent contractors, workers employed by a parent or spouse, employees of air and rail carriers covered by the Rallway Labor Act, and supervisors (although supervisors that have been discriminated against for refusing to violate the NLRA may he covered).

FEDERAL CONTRACTORS

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