



CONTRACT LABOR RELATIONS FACT SHEET

This Fact Sheet provides the potential federal contractor with basic information regarding federal contractor labor standards in construction and service contracting. If you have any questions regarding this information, please contact the NAVFAC Labor Advisor, Ms Kim Hussey at (202) 685-9138. *Note; all referenced material is hyperlinked.*

Federal Contractor Labor Standards: Wage Laws

Prevailing wage requirements of various laws applicable to government contracts are enforced by the [Employment Standards Administration's Wage & Hour Division](#).

The [Davis-Bacon and Related Acts \(DBRA\)](#) require payment of prevailing wages to laborers and mechanics employed on federal and federally-assisted construction projects. NAVFAC has a compliance guide for contractors posted on the Navy Acquisition One Source site

- [Contractor Guide to the Davis-Bacon Act - August 2007](#)

The [McNamara-O'Hara Service Contract Act](#) requires payment of prevailing wage rates and fringe benefits to service employees employed on contracts to provide services to the federal government.

The [Contract Work Hours and Safety Standards Act \(CWHSSA\)](#) requires contractors and subcontractors on federal contracts to pay laborers and mechanics at least one and one-half times their basic rate of pay for all hours worked over 40 in a workweek. This Act also prohibits unsanitary, hazardous, or dangerous working conditions in the construction industry on federal and federally financed and assisted projects.

The [Copeland "Anti-Kickback" Act](#) prohibits a contractor or subcontractor from inducing an employee to give up any part of his/her compensation to which he/she is entitled under his/her contract of employment. The Act's implementing regulations requires a contractor and subcontractor to submit a weekly statement of the wages paid each employee performing covered work during the preceding payroll period.

The [Walsh-Healey Public Contracts Act](#) requires payment of minimum wage rates and overtime pay on federal contracts to manufacture or furnish materials, supplies, or equipment.

Informational copies of wage determinations listing minimum wage and fringe benefit rates, as well as general informational about labor standards and labor advisor contacts at federal contracting agencies can be found on-line at www.wdol.gov .

Federal Contractor Labor Standards: EEO Laws

[The Office of Federal Contract Compliance Programs \(OFCCP\)](#), a division of the [Employment Standards Administration \(ESA\)](#), oversees employers holding federal contracts and subcontracts.

The following three equal employment opportunity laws are enforced by OFCCP:

Executive Order 11246, as amended ([E.O. 11246](#)) prohibits discrimination and requires affirmative action to ensure that all employment decisions are made without regard to race, color, religion, sex or national origin.

Section 503 of the Rehabilitation Act of 1973, as amended ([Section 503](#)) prohibits discrimination and requires affirmative action in the employment of qualified individuals with disabilities.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ([VEVRAA](#)) prohibits discrimination against specified categories of veterans protected by the Act and requires affirmative action in the employment of such veterans. Effective December 1, 2003, the Jobs for Veterans Act (JVA) amended VEVRAA's federal contracting provisions regarding coverage, protected groups and mandatory job listing requirements for all federal contracts entered into on or after December 1, 2003. Contracts entered into before this date are subject to the VEVRAA requirements as they stood before enactment of JVA.

OFCCP monitors compliance with these equal employment opportunity laws and their corresponding affirmative action requirements primarily through compliance evaluations, during which a compliance officer examines the contractor's affirmative action program and employment practices. OFCCP also investigates complaints filed by individuals alleging discrimination by federal contractors and subcontractors on the basis of race, color, sex, religion, national origin, status as a qualified individual with a disability or as a protected veteran.