

FEDERAL CONTRACTORS

WORKER RIGHTS UNDER EXECUTIVE ORDER 13658

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$13.30 PER HOUR
EFFECTIVE JANUARY 1, 2025
DECEMBER 31, 2025

NOTICE: On March 14, 2025, President Trump Issued Executive Order 14236, "Additional Rescissions of Harmful Executive Orders and Actions," 180 FR 13037 which rescinded, among other items, Executive Order 14026 of April 22, 2021, "Increasing the Minimum Wage for Federal Contractors" (86 FR 22983). Pursuant to section 201 of Executive Order 14236, the Department of Labor is no longer enforcing Executive Order 14026 or the implementing rule (29 CFR part 23) and will take steps, including rescinding 29 CFR part 23, to implement and effectuate the revocation of Executive Order 14026.

MINIMUM WAGE

Federal construction and service contractors are generally subject to a minimum wage rate under either 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 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

- EO 13658 minimum wage may not apply to those contractors who provide support with covered federal contracts for less than 20 percent of their hours worked in a week.
- 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 employers, 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/wage/hour or contact local offices or by calling toll-free 866-4US-WAGE (866-487-9243). We do not ask workers about their immigration status. We can help.

ADDITIONAL INFORMATION

- 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 EO 13658 minimum wage for time spent performing on or in connection with covered contracts.
- Some state or local laws may provide greater worker protections and employees must follow the law that requires the highest rate of pay.
- More information about the EO 13658 minimum wage is available online at dol.gov/wage/hour.
- The law requires certain federal contractors to display this poster where employees can easily see it.



EMPLOYEE RIGHTS ON GOVERNMENT CONTRACTS

THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO: (CHECK ONE)

- SERVICE CONTRACT ACT (SCA)
- PUBLIC CONTRACTS ACT (PCA)

MINIMUM WAGES

Your rate must be no less than the federal minimum wage established by the Fair Labor Standards Act (FLSA). A higher rate may be required by SCA contracts or a wage determination applies. Such wage determination will be posted as an attachment to this notice.

FRINGE BENEFITS

SCA wage determinations may require fringe benefits payments (or a cash equivalent). PCA contracts do not require fringe benefits.

OVERTIME PAY

You must be paid 1.5 times your basic rate of pay for all hours worked over 40 in a week. There are some exceptions.



U.S. DEPARTMENT OF LABOR

The purpose of the discussion below is to advise contractors who are subject to the Walsh-Healey Public Contracts Act or the Service Contract Act of the principal provisions of these acts.

WALSH-HEALEY PUBLIC CONTRACTS ACT

General Provisions — This act applies to contracts which exceed or may exceed \$10,000, entered into by any agency or instrumentality of the United States for the manufacture or furnishing of materials, supplies, articles, or equipment. The act establishes minimum wage, maximum hours, and safety and health standards for work on such contracts, and prohibits the employment on contract work of convict labor (unless certain conditions are met) and children under the age of 16.

The employment of nonworkers (except helpers) with disabilities employed under the provisions of Regulations 29 CFR part 2503 is allowed when the contractor certifies that the disability in no way interferes with the worker's ability to perform the work.

Minimum Wage — Covered contracts must carry the minimum wage established in section 6(a) of the Fair Labor Standards Act.

Overtime — Covered contracts must be paid for all hours worked in excess of 40 hours in a week. Overtime is due on the basis of the total hours spent in all work, Government and non-Government, performed by the employee in any week in which covered work is performed.

Child Labor — Employers may prohibit by themselves additional child labor restrictions beyond the minimum age of 16.

Safety and Health — The act provides that no part of the services to be performed by the contractor is to be performed in buildings or surroundings or under working conditions that are unsafe or hazardous or dangerous to the health or safety of the 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.

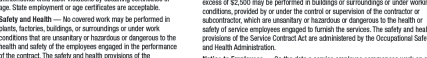
Notice to Employees — In the daily service employee contracts work on a contract in excess of \$2,500, the contractor (or subcontractor) must provide the employee with a notice of the compensation required by the act. The posting of the notice (including any applicable wage determination) on the reverse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

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

Responsibility for Secondary Contractors — Prime 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 obligation he 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.



WHD Wage and Hour Division
UNITED STATES DEPARTMENT OF LABOR
866-487-9243
www.dol.gov/wage/hour
REV 01/22

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$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 jobs that are considered 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 hour restrictions. Different rules apply to agricultural employment.

TIP CREDIT

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employer'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.

PIKE 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 and for at least 10 work in non-farm jobs (as defined in section 13 of the act) in various non-manufacturing, non-mining, non-hazardous jobs with certain work hour restrictions. Different rules apply to agricultural employment.

ADDITIONAL INFORMATION

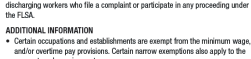
Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Contact labor exemptions also apply to the permit to work regulations.

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; employers 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 employee benefits (except for welfare) in the FLSA's minimum wages and overtime pay protections and correctly classified 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.



WHD Wage and Hour Division
UNITED STATES DEPARTMENT OF LABOR
866-487-9243
www.dol.gov/wage/hour
REV 04/23

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
866-487-9243
www.dol.gov/wage/hour
REV 04/23

WORKER RIGHTS UNDER THE DAVIS-BACON ACT

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

PREMIUM WAGES

You must be paid not less than the wage rates 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 the basic rate of pay for all hours worked over 40 in a work week. There are some exceptions.

ENFORCEMENT

Covered 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 settlement of contractors from future federal projects for three years. A contractor who violates certified payroll records or induces 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.

RETALIATION

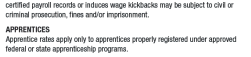
The law prohibits discharging or otherwise retaliating against workers for filing a complaint, cooperating in an investigation, or testifying in a proceeding under the Davis-Bacon and Related Acts.

PROPER PAY

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

Please contact the Human Resources Department at hr@e2.com or by phone at 303-232-9800.

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



WHD Wage and Hour Division
UNITED STATES DEPARTMENT OF LABOR
866-487-9243
dol.gov/wage/hour
REV 07/24

Know Your Rights: Workplace Discrimination is Illegal

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

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 (no employees)
- Educational institutions (no 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

Genetic 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

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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.

Section 1552 of Division A, Title XV of the American Recovery and Reinvestment Act of 2009, PL 111-5

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PAY TRANSPARENCY NONDISCRIMINATION PROVISION

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

If you believe that you have experienced discrimination contact OFCCP 1.800.397.6251 • TTY 1.877.889.5627 • www.dol.gov/eo13283

Section 1552 of Division A, Title XV of the American Recovery and Reinvestment Act of 2009, PL 111-5

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