

# Bulletin Board Documents

<https://iowadot.gov/>

The screenshot shows the homepage of the Iowa Department of Transportation website. The background is a scenic image of a wooden bridge over a river with trees. The page features a dark blue header with the 'iowa.gov' logo and navigation links for Services, Agencies, and Social. A secondary navigation bar includes links for HOME, ONLINE SERVICES, TRAVEL, DRIVERS / VEHICLES, BUSINESS, FORMS, and ABOUT, along with a search bar and a red-circled 'A-Z' button. The main content area is divided into three columns: '24/7 ONLINE SERVICES' (orange), 'TRAVEL' (blue), and 'DRIVERS / VEHICLES' (green). Each column has a brief description and a call-to-action button. A vertical 'COMMISSION' button is on the right, and a vertical sidebar with 'HOME | NEWS | CAREERS | PERFORMANCE' is on the left.

**24/7**  
**ONLINE SERVICES**  
Get Iowa DOT services online, anytime  
**GET IT NOW**

**TRAVEL**  
View Iowa travel conditions, construction and traffic cameras  
**PLAN AHEAD**

**DRIVERS / VEHICLES**  
Renew Iowa driver's license, make an appointment, register vehicles  
**TELL ME MORE**

**COMMISSION**

HOME | NEWS | CAREERS | PERFORMANCE

HOME | ONLINE SERVICES | TRAVEL | DRIVERS / VEHICLES | BUSINESS | FORMS | ABOUT

Go **A-Z**

IOWA DEPARTMENT OF TRANSPORTATION  
GETTING YOU THERE

iowa.gov Services Agencies Social

Scroll down or click on “C”,  
then click on “Civil rights”



## A-Z INDEX

◀ IOWA DOT ▶ A B **C** D E F G H I J K L M N O P Q R S T U V W X Y Z

### C

- [CADD tools](#)
- [Cameras, speed](#)
- [Cannabidiol, medical registration cards](#)
- [Careers, Iowa DOT](#)
- [Carpooling, RideShare](#)
- [CDL \(commercial driver's license\)](#)
- [CDL hazmat endorsement/fingerprint-based background check](#)
- [Certified contractor](#)
- [Certified welder](#)
- [Church signs](#)
- [Cities/Counties — inventory stock catalog](#)
- [Citizen Advisory Commission \(CAC\), Governor's Transportation 2020](#)
- [City, county, and state maps](#)
- [Civil rights](#)
- [Clearance letters \(military/out-of-state extensions\)](#)
- [Co-ops and internships](#)
- [Commercial air service](#)
- [Construction and Materials](#)
- [Construction, travel information - 511.org](#)
- [Construction, list of major projects](#)
- [Construction, U.S. 20](#)
- [Consultant/Designer resources](#)
- [Consultant utilization](#)
- [Contact the Iowa DOT](#)
- [Contacts, general](#)
- [Contractor cap and hammer database](#)
- [Contractor's corner](#)
- [Contractor Evaluation Program](#)
- [Contractor's Financial-Experience-Equipment Statement — Iowa DOT Form 650004](#)
- [Contracts Payments Search](#)
- [Contracts letting calendar \(PDF\)](#)
- [Contracts](#)
- [Contracts — project plans and specifications \(PDF\)](#)



# Click on “DOCUMENTS, FORMS, AND REPORTS”



CIVIL RIGHTS HOME

▶ ABOUT US

DOCUMENTS, FORMS AND REPORTS

NOTICE FOR NSTI FUNDING

CONTRACTOR COMPLIANCE

▶ DISADVANTAGED BUSINESS ENTERPRISE PROGRAM (DBE)

TITLE VI PROGRAM

TITLE VI SUBRECIPIENT INFORMATION

PUBLIC INVOLVEMENT

▶ ADA RESOURCES

CIVIL RIGHTS RESOURCES

CONTACT US

## CIVIL RIGHTS BUREAU



The Title VI Program was established to carry out the Iowa Department of Transportation's commitment to ensuring that the most fundamental principles of equality of opportunity and human dignity are upheld in all decisions and any activity or process as the Iowa DOT conducts its business, sets policy, delivers projects and provides services to the public.



### ABOUT US

The Iowa DOT is dedicated to a well-qualified, diverse workforce representative to the public it serves.

[Read more](#) | [View organization chart](#)

# Scroll Down to “CONTRACTOR RESOURCES & POSTERS” and find “CONTRACTOR POSTERS”

HOME | ONLINE SERVICES | TRAVEL | DRIVERS / VEHICLES | BUSINESS | FORMS | ABOUT

CONTRACTOR RESOURCES & POSTERS

### RESOURCES

- [CIT fund program](#)
- [Contracts Payments Search](#)
- [Desk Audit Form](#)
- [Equal Employment Opportunity and Affirmative Action Policy](#)
- [EEO/AA Policy Filing - Status Listing](#)
- [Form 1391 - List Federal and Non-Federal Projects Let by DOT](#)
- [Form 1391 - List employees for federal-aid projects only](#)
- [Home Site Form Questions](#)
- [Prompt Payment Complaint](#)
- [Truck Roster](#)
- [2014 Annual Employment Report](#)
- [2013 Annual Employment Report](#)

### CONTRACTOR POSTERS

- [All contractor posters](#)
- [Employee Polygraph Protection Act](#)
- [Employee Rights Under the Davis-Bacon Act \(FHWA-1321\)](#)
- [Employee Rights Under the Davis-Bacon Act \(FHWA-1321\) - Spanish](#)
- [Employee Rights and Responsibilities Under the Family and Medical Leave Act](#)
- [Equal Employment Opportunity is the Law](#)
- [Equal Employment Opportunity is the Law - poster supplement](#)
- [Equal Employment Opportunity is the Law - Spanish](#)
- [Equal Employment Opportunity is the Law - poster supplement - Spanish](#)
- [FHWA-1022](#)
- [Job Safety and Health](#)



C.M. Chapter 2 /  
IM 6.000 Att. D  
Section 2.22  
Equal Employment  
Opportunity (EEO)

## 2.22 Project Bulletin Board Contractor's Responsibility

- All required site postings shall be ...easily accessible to all employees and **applicants**.
- The location ... identified at the Preconstruction Meeting.



## 2.22 Project Bulletin Board Contractor's Responsibility

- More than one posting may be necessary if there are multiple locations where workers report for work.
- The project bulletin board shall be in place **before work starts** and remain on the project **until the project is completed and accepted by the Project Engineer** (form 830435 is signed).

## 2.22 Project Bulletin Board Project Engineer's Responsibility

- Erected and maintained by the prime contractor for the duration of the contract.
- Review contractor's bulletin board for required notices/posters.
- Issue a non-compliance if the board does not comply.



## 2.22 Project Bulletin Board Project Engineer's Responsibility

- Suspend progress payments if the appropriate notices/posters are not displayed on the project site.
- Suspend work for continued non-compliance.
- At least one inspection on contracts less than six months.
- A second inspection if over six months.

# Contractor's EEO/AA and Training Notice

## SUBCONTRACTOR AUTHORIZATION AND EEO POSTER NOTICE

County:  
Contract ID:  
Date of Letting:  
Wage Decision:

### To: Employees and Applicants

Equal Employment Opportunity (EEO) and Affirmative Action (AA) requirements apply to this contract. It is the policy of the contractors working on this contract to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age, or disability. Such action shall include employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

You should contact the Office of Employee Services, Civil Rights Team of the Iowa Department of Transportation at 515-239-1422 to register your complaint if you feel that you are being discriminated against because of your race, religion, sex, color, national origin, age, or disability.

Individuals seeking employment may contact the following contractors who will be working on this contract about employment opportunities and information about each company's training program.

Contractor

City

State

Telephone



# Contractor's EEO/AA and Training Notice

“Job  
Specific  
EEO”

## SUBCONTRACTOR AUTHORIZATION AND EEO POSTER NOTICE

County: Dubuque  
Contract ID: 31-0321-041  
Date of Letting: 12/19/17  
Wage Decision: IA17-97.0

### To: Employees and Applicants

Equal Employment Opportunity (EEO) and Affirmative Action (AA) requirements apply to this contract. It is the policy of the contractors working on this contract to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age, or disability. Such action shall include employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

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Individuals seeking employment may contact the following contractors who will be working on this contract about employment opportunities and information about each company's training program.

<u>Contractor</u>	<u>City</u>	<u>State</u>	<u>Telephone</u>
DORMARK CONSTRUCTION CO.	Grimes	IA	(515)986-4270
GREAT PLAINS SURVEY, INC.	La Porte City	IA	(319)342-4774
MID STATES REBAR AND SUPPLY	Atkins	IA	(319)364-6474
SAFETY EQUIPMENT LEASING CO.	Dubuque	IA	(563)556-2434
SCHROEDER, JIM CONSTRUCTION, INC.	Bellevue	IA	(563)872-5591
THURN SEEDING, LLC	Dubuque	IA	(563)584-0546
TSCHIGGFRIE EXCAVATING CO.	Dubuque	IA	(563)557-7450

# Form EEOC-P/E-1

# EEO IS THE LAW

# Revised 11/09

## Equal Employment Opportunity is **THE LAW**

### Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

#### **RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

#### **DISABILITY**

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

#### **AGE**

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

#### **SEX (WAGES)**

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

#### **GENETICS**

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

#### **RETALIATION**

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

#### **WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED**

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected: The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at [www.eeoc.gov](http://www.eeoc.gov) or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at [www.eeoc.gov](http://www.eeoc.gov).

### Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

#### **RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

#### **INDIVIDUALS WITH DISABILITIES**

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

#### **DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS**

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within

three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

#### **RETALIATION**

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at [OFCCP-Public@dol.gov](mailto:OFCCP-Public@dol.gov), or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

### 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 VI 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 VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX 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 accommodation, 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.

# Form EEOC-P/S-1

## EEO IS THE LAW

### Spanish Version

### Revised 11/09

## La igualdad de oportunidades de empleo es

# LA LEY

### Empleadores privados, gobiernos locales y estatales, instituciones educativas, agencias de empleo y organizaciones de trabajo

Los postulantes y empleados de la mayoría de los empleadores privados, los gobiernos locales y estatales, las instituciones educativas, las agencias de empleo y las organizaciones de trabajo están protegidos por la ley federal contra la discriminación en función de:

#### RAZA, COLOR, RELIGIÓN, SEXO, PROCEDENCIA

El Título VII de la Ley de Derechos Civiles (Civil Rights Act) de 1964, con sus modificaciones, protege a los postulantes y a los empleados contra la discriminación en lo que respecta a la contratación, los ascensos, los despidos, los pagos, las compensaciones adicionales, la capacitación laboral, la clasificación, las referencias y los demás aspectos del empleo, en función de raza, color, religión, sexo (incluidas las embarazadas) o procedencia. La discriminación religiosa se refiere a la falta de adaptación razonable a las prácticas religiosas de un empleado, siempre y cuando dicha adaptación no provoque una dificultad económica desmedida para la compañía.

#### DISCAPACIDAD

Los Títulos I y V de la Ley de Estadounidenses con Discapacidades (Americans with Disabilities Act) de 1990, con sus modificaciones, protege a las personas idóneas contra la discriminación por discapacidad en lo que respecta a la contratación, los ascensos, los despidos, los pagos, las compensaciones adicionales, la capacitación laboral, la clasificación, las referencias y los demás aspectos del empleo. La discriminación por discapacidad se refiere a la falta de adaptaciones razonables para las limitaciones físicas o mentales de una persona idónea que tiene una discapacidad y que es un postulante o un empleado, salvo que dichas adaptaciones provoquen una dificultad económica desmedida para la compañía.

#### EDAD

La Ley contra la Discriminación Laboral por Edad (Age Discrimination in Employment Act) de 1967, con sus modificaciones, protege a los postulantes y empleados de 40 años o más contra la discriminación por cuestiones de edad en lo que respecta a la contratación, los ascensos, los despidos, los pagos, las compensaciones adicionales, la capacitación laboral, la clasificación, las referencias y los demás aspectos del empleo.

#### SEXO (SALARIOS)

Además de lo establecido en el Título VII de la Ley de Derechos Civiles, con sus modificaciones, la Ley de Igualdad en las Remuneraciones (Equal Pay Act) de 1963, con sus modificaciones, también prohíbe la discriminación sexual en el pago de los salarios a las mujeres y los hombres que realicen básicamente el mismo trabajo, en empleos que requieran las mismas habilidades, esfuerzo y responsabilidad, en condiciones laborales similares, en el mismo establecimiento.

#### GENÉTICA

El Título II de la Ley de No Discriminación por Información Genética (Genetic Information Nondiscrimination Act, GINA) de 2008 protege a los postulantes y empleados contra la discriminación basada en la información genética en lo que respecta a la contratación, los ascensos, los despidos, los pagos, las compensaciones adicionales, la capacitación laboral, la clasificación, las referencias y los demás aspectos del empleo. La GINA también limita la adquisición de información genética por parte de los empleadores y condiciona de manera estricta su divulgación. La información genética incluye las pruebas genéticas de los postulantes, empleados o integrantes de sus familias, la manifestación de enfermedades o trastornos de los miembros de la familia (historia médica familiar) y las solicitudes o la recepción de servicios genéticos por parte de los postulantes, empleados o integrantes de sus familias.

#### REPREALIAS

Todas estas leyes federales prohíben a las entidades cubiertas que tomen represalias en contra de una persona que presenta una carga por discriminación, participa en un procedimiento por discriminación o que, de algún otro modo, se oponga a una práctica laboral ilícita.

#### QUÉ DEBE HACER SI CONSIDERA QUE ES VÍCTIMA DE LA DISCRIMINACIÓN

Existen plazos estrictos para presentar cargos por discriminación a laboral. A fin de preservar la capacidad de la Comisión para la Igualdad de Oportunidades en el Empleo (Equal Employment Opportunity Commission, EEOC) de actuar en representación suya y proteger su derecho a iniciar una demanda privada si fuese necesario en última instancia, debe comunicarse con la EEOC apenas sospeche que se produjo un hecho de discriminación: Comisión para la Igualdad de Oportunidades en el Empleo de los Estados Unidos: 1-800-669-4000 (línea gratuita) o 1-300-669-8820 (línea gratuita TTY para las personas con problemas auditivos). Puede encontrar información sobre las sucursales de la EEOC en [www.eeoc.gov](http://www.eeoc.gov) o en la mayoría de las guías telefónicas en la sección Gobierno Federal o Gobierno de los Estados Unidos. También puede obtener información adicional sobre la EEOC, incluso cómo presentar un cargo, en [www.eeoc.gov](http://www.eeoc.gov).

### Empleadores que tengan contratos o subcontratos con el gobierno federal

Los postulantes y empleados de las compañías que tengan un contrato o subcontrato con el gobierno federal están protegidos por la ley federal contra la discriminación en función de:

#### RAZA, COLOR, RELIGIÓN, SEXO, PROCEDENCIA

El Decreto Ejecutivo 11246, con sus modificaciones, prohíbe la discriminación en el trabajo en función de raza, color, religión, sexo o procedencia y exige que se implementen acciones afirmativas para garantizar la igualdad de oportunidades en todos los aspectos laborales.

#### PERSONAS CON DISCAPACIDADES

La Sección 505 de la Ley de Rehabilitación (Rehabilitation Act) de 1973, con sus modificaciones, protege a las personas idóneas contra la discriminación por discapacidad en lo que respecta a la contratación, los ascensos, los despidos, los pagos, las compensaciones adicionales, la capacitación laboral, la clasificación, las referencias y los demás aspectos del empleo. La discriminación por discapacidad se refiere a la falta de adaptaciones razonables para las limitaciones físicas o mentales de una persona idónea que tiene una discapacidad y que es un postulante o un empleado, salvo que dichas adaptaciones provoquen una dificultad económica desmedida para la compañía. La Sección 505 también exige que los contratistas federales implementen acciones afirmativas para emplear y avanzar en el empleo de personas idóneas con discapacidades en todos los niveles laborales, incluido el nivel ejecutivo.

#### VETERANOS DISCAPACITADOS, RECIÉN RETIRADOS, BAJO PROTECCIÓN Y CON MEDALLA POR SERVICIO A LAS FUERZAS ARMADAS

La Ley de Asistencia a la Readaptación de Veteranos de Vietnam (Vietnam Era Veterans' Readjustment Assistance Act) de 1974, con sus modificaciones, 38 U.S.C. 4212, prohíbe la discriminación laboral y exige que se implementen acciones afirmativas para emplear y avanzar en el empleo de los veteranos discapacitados, recién retirados

(en el plazo de los tres años posteriores a la baja o al cese del servicio activo), otros veteranos bajo protección (los veteranos que prestaron servicio durante una guerra o en una campaña o expedición para la cual se les autorizó una insignia de campaña) y los veteranos con medalla por servicio a las Fuerzas Armadas (aquellos que durante el servicio activo, participaron en una operación militar de los Estados Unidos por la cual se les reconoció con una medalla por servicio a las Fuerzas Armadas).

#### REPREALIAS

Quedan prohibidas las represalias contra una persona que presenta una demanda por discriminación, participa en un procedimiento de la Oficina de Programas de Cumplimiento de Contratos Federales (Office of Federal Contract Compliance Programs, OFCCP) o que se oponga, de algún otro modo, a la discriminación según estas leyes federales.

Toda persona que considere que un contratista violó sus obligaciones de acción afirmativa o no discriminación según las autoridades mencionadas anteriormente debe comunicarse de inmediato con:

La Oficina de Programas de Cumplimiento de Contratos Federales (OFCCP), Departamento de Trabajo de los Estados Unidos, 200 Constitution Avenue, N.W., Washington, D.C. 20210, teléfono 1-800-397-6251 (línea gratuita) o (202) 698-1357 (línea TTY). También puede enviar un mensaje de correo electrónico a la OFCCP (OFCCP-Public@dol.gov) o bien, llamar a una de sus oficinas regionales o del distrito, las cuales aparecen en la mayoría de las guías telefónicas en la sección Gobierno de los Estados Unidos, Departamento de Trabajo.

### Programas o actividades que reciben asistencia financiera federal

#### RAZA, COLOR, PROCEDENCIA, SEXO

Además de las protecciones establecidas en el Título VII de la Ley de Derechos Civiles de 1964 y sus modificaciones, el Título VI de dicha ley, con sus modificaciones, prohíbe la discriminación por raza, color o procedencia en los programas o las actividades que reciben asistencia financiera federal. La discriminación laboral está cubierta por el Título VII si el objetivo principal de la asistencia financiera es brindar empleo, o si la discriminación laboral provoca o puede provocar discriminación cuando se proporcionan los servicios de dichos programas. El Título IX de las Reformas Educativas de 1972 prohíbe la discriminación laboral según el sexo en los programas o las actividades educativas que reciben asistencia financiera federal.

#### PERSONAS CON DISCAPACIDADES

La Sección 504 de la Ley de Rehabilitación de 1973, con sus modificaciones, prohíbe la discriminación laboral por discapacidad en cualquier programa o actividad que reciba asistencia financiera federal. Queda prohibida la discriminación en todos los aspectos laborales contra las personas discapacitadas que, con o sin adaptaciones razonables, pueden desempeñar las funciones esenciales del trabajo.

Si cree que ha sido víctima de discriminación en algún programa de una institución que recibe asistencia financiera federal, debe comunicarse de inmediato con la agencia federal que brinda dicha asistencia.



# EEO IS THE LAW Supplement

## Mandatory Supplement to Form EEOC- P/E-1

## “EEO is the Law” Poster Supplement Employers Holding Federal Contracts or Subcontracts Section Revisions

*The Executive Order 11246 section is revised as follows:*

### **RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN**

Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

### **PAY SECRECY**

Executive Order 11246, as amended, protects applicants and employees from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

*The Individuals with Disabilities section is revised as follows:*

### **INDIVIDUALS WITH DISABILITIES**

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

*The Vietnam Era, Special Disabled Veterans section is revised as follows:*

### **PROTECTED VETERANS**

The Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, 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 (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

*Mandatory Supplement to EEOC P/E-1(Revised 11/09) “EEO is the Law” Poster.*

If you believe that you have experienced discrimination contact OFCCP: 1-800-397-6251 | TTY 1-877-889-5627 | [www.dol.gov](http://www.dol.gov).



**EEO IS  
THE LAW  
Spanish  
Version  
Supplement  
Mandatory  
Supplement  
to  
Form EEOC-  
P/S-1**

## **“IOE es la Ley” Cartel Suplementario**

**Sección revisada de empleadores que mantienen contratos o subcontratos federales**

*La sección del Decreto Ejecutivo 11246 está revisada de la siguiente manera:*

### **RAZA, COLOR, RELIGIÓN, SEXO, ORIENTACIÓN SEXUAL, IDENTIDAD DE GÉNERO, NACIONALIDAD**

El Decreto Ejecutivo 11246, en su forma enmendada, prohíbe la discriminación en el empleo por motivo de raza, color, religión, sexo, orientación sexual, identidad de género o nacionalidad y requiere programas de acción afirmativa para asegurar la igualdad de oportunidades en todos los aspectos de empleo.

### **SECRETO DE PAGO**

El Decreto Ejecutivo 11246, en su forma enmendada, protege a los solicitantes y empleados de la discriminación por motivo de investigar, revelar o discutir su compensación o la compensación de otros solicitantes y empleados.

*La sección de Personas con Discapacidades está revisada de la siguiente manera:*

### **PERSONAS CON DISCAPACIDADES**

La sección 503 de la Ley de Rehabilitación de 1973, en su forma enmendada, protege a personas calificadas con discapacidades de la discriminación en la contratación, promoción, despido, pago, beneficios adicionales, capacitación laboral, clasificación, referencia, y otros aspectos del empleo.

La discriminación por discapacidad incluye, el no realizar una adaptación razonable a las limitaciones físicas o mentales conocidas de un individuo calificado con discapacidad, ya sea un solicitante o empleado, salvo una carga excesiva para el empleador.

La sección 503 también requiere que los contratistas federales tomen acción afirmativa para contratar y ayudar a progresar a individuos calificados con discapacidades en todos los niveles de empleo, incluido el nivel ejecutivo.

*La sección Veteranos con Discapacidades Especiales, de la Era de Vietnam está revisada de la siguiente manera:*

### **VETERANOS PROTEGIDOS**

La Ley de Asistencia de Reajuste de los Veteranos de la Era de Vietnam de 1974, en su forma enmendada, 38 USC 4212, prohíbe la discriminación laboral y requiere la acción afirmativa para reclutar, contratar, y progresar en el empleo, a favor de los veteranos discapacitados, veteranos recientemente separados (es decir, dentro de los tres años de la descarga o liberación del servicio activo), veteranos en servicio activo en tiempos de guerra, veteranos insignia de campaña y veteranos de las fuerzas armadas con medalla de servicio.

*Suplemento Obligatorio para la CIOE P/E-1 (Revisado el 11/09) “IOE es la Ley” Cartel.*

Si usted cree que ha experimentado discriminación, contáctese con la OFCCP: 1-800-397-6251 | TTY 1-877-889-5627 | [www.dol.gov](http://www.dol.gov).

# Employee Rights under Davis-Bacon

## Revised April 2009

# 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:

Mark Dunn  
515-239-1414  
Ames, Iowa 50010

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



For additional information:

1-866-4-USWAGE



WH 1321 (Revised April 2009)

# Employee Rights under Davis-Bacon

## Revised 10/17

## Effective October 2021

# EMPLOYEE RIGHTS UNDER THE DAVIS-BACON ACT

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

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515-239-1414  
Ames, IA 50010

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WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

TTY:  
w



WH1321 REV 10/17

# Employee Rights under Davis-Bacon

## Spanish Version

## Revised April 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 sobretiempos debidos, y se podría aplicar daños y perjuicios si no se cumple con las exigencias del pago de sobretiempos. 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:

Mark Dunn, P.E.  
515-239-1414  
Ames, Iowa 50010

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



WW  
U.S. Depart

WH 1321 SPA (Revised April 2009)



# Employee Rights under Davis-Bacon

Spanish  
Version  
Revised  
10/17

Effective  
October 2021

## DERECHOS DEL EMPLEADO BAJO LA LEY DAVIS-BACON

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

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Mark Dunn, P.E.  
515-239-1414  
Ames, IA 50010

o póngase en contacto con la División de Horas y Salarios del Departamento de Trabajo de los EE.UU.



DIVISIÓN DE HORAS Y SALARIOS  
DEPARTAMENTO DE TRABAJO DE LOS EE.UU.

43  
27  
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WH1321 SPA REV 10/17

# FHWA 1022

## Notice Concerning False Statements and Records

Revised  
May 2015



# NOTICE

The highway construction underway at this location is a Federal or Federal-aid project and is subject to applicable State and Federal laws, including Title 18, United States Code, Section 1020, which reads as follows:

"Whoever, being an officer, agent, or employee of the United States, or any State or Territory, or whoever, whether a person, association, firm or corporation, knowingly makes any false statement, false representation or false report as to the character, quality, quantity, or cost of the material used or to be used, or the quantity or quality of the work performed or to be performed, or the costs thereof in connection with the submission of plans, maps, specifications, contracts, or costs of construction of any highway or related project submitted for approval to the Secretary of Transportation; or

Whoever, knowingly makes any false statement, false representation, false report, or false claim with respect to the character, quality, quantity or cost of any work performed or to be performed, or materials furnished or to be furnished, in connection with the construction of any highway or related project approved by the Secretary of Transportation; or

Whoever knowingly makes any false statement or false representation as to a material fact in any statement, certificate, or report submitted pursuant to the provision of the Federal Aid Road Act approved July 11, 1916 (39 Stat. 355) as amended and supplemented,

Shall be fined under this title or imprisoned not more than five years, or both."

Any person having reason to believe this statute is being violated should report the same to the agency representative(s) named below.

State Transportation Agency Mark Dunn, P.E. 515-239-1414 Ames, IA 50010	U.S. Department of Transportation  Hotline for Fraud Waste & Abuse	Federal Highway Administration Division Administrator Timothy C. Marshall 105 6th Street
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FHWA Form-1022 (Revised May2015)

FHWA 1022

Notice  
Concerning  
False  
Statements  
and Records  
Spanish  
version  
Revised  
May 2015



# AVISO

La construcción de carreteras en este lugar es un proyecto Federal o construido con asistencia Federal y está sujeto a las

**New Spanish form this year!**

suministrada, en relación con la construcción de una carretera o un proyecto relacionado aprobado por el Secretario de Transporte; o

El que a sabiendas hace cualquier declaración falsa o falsa representación sobre un hecho material en cualquier declaración, certificado o informe presentado de conformidad con las disposiciones de la Ley de Asistencia Federal de Carreteras aprobada el 11 de julio de 1916 (39 Stat. 355), según enmendada y suplementada, Será multado bajo este título o encarcelado por un término mínimo de cinco años, o ambos."

Cualquier persona que tenga razones para creer que esta ley ha sido incumplida, deberá informarlo al representante de la(s) Agencia(s) que se enumeran a continuación.

Departamento Estatal de Transporte

Mark Dunn, P.E.  
515-239-1414  
Ames, IA 50010

Departamento Federal de  
Transporte  
Oficina del Inspector General

Línea libre de costo  
1-800-434-6274

Administración Federal de Carreteras  
Administrador de la División  
Timothy C. Marshall  
105 6th Street  
Ames, IA 50010  
Phone: (515) 233-7300

FHWA Form-1022 SPA (Revised May2015)

# WH-1420

# Family and Medical Leave Act

# Revised April 2016

# EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

## LEAVE ENTITLEMENTS

Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within one year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

## BENEFITS & PROTECTIONS

## ELIGIBILITY REQUIREMENTS

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;<sup>\*</sup> and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

<sup>\*</sup>Special "hours of service" requirements apply to airline flight crew employees.

## REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employees can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

## EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

## ENFORCEMENT

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.



For additional information or to file a complaint:

**1-866-4-USWAGE**

(1-866-487-9243)

**www.dol.gov**

U.S. Department of Labor



WH1420 REV 04/16



# WH-1420

## Family and Medical Leave Act

### Spanish version

#### Revised

#### April 2016

# DERECHOS DEL EMPLEADO SEGÚN LA LEY DE AUSENCIA FAMILIAR Y MÉDICA

DIVISIÓN DE HORAS Y SALARIOS DEL DEPARTAMENTO DE EE. UU.

## DE LOS DERECHOS DE LA LICENCIA

Los empleados elegibles que trabajan para un empleador sujeto a esta ley pueden tomarse hasta 12 semanas de licencia sin sueldo sin perder su empleo por las siguientes razones:

- El nacimiento de un hijo o la colocación de un hijo en adopción o en hogar de crianza;
- Para establecer lazos afectivos con un niño (la licencia debe ser tomada dentro del primer año del nacimiento o la colocación del niño);
- Para cuidar al cónyuge del empleado, al hijo, o al padre que tenga un problema de salud serio que califique;
- Debido a un problema de salud serio del mismo empleado que califique y que resulte en que el empleado no pueda realizar su trabajo;
- Por exigencias que califiquen relacionadas con el despliegue de un miembro de las fuerzas armadas que sea cónyuge del empleado, hijo o padre.

Un empleado elegible que es cónyuge, hijo, padre o familiar más cercano del miembro de las fuerzas armadas que está cubierto, puede tomarse hasta 26 semanas de licencia bajo la Ley de Ausencia Familiar y Médica (FMLA, por sus siglas en inglés) en un periodo de 12 meses para cuidar al miembro de las fuerzas armadas que tenga una lesión o enfermedad seria.

Un empleado no tiene que tomarse la licencia de una sola vez. Cuando es médicamente necesario o de otra manera permitido, los empleados pueden tomarse la licencia de forma intermitente o en una jornada reducida.

Los empleados pueden elegir, o un empleador puede exigir, el uso de licencias pagadas acumuladas mientras se toman la licencia bajo la FMLA. Si un empleado sustituye la licencia pagada acumulada por la licencia bajo la FMLA, el empleado tiene que respetar las políticas de pago de licencias normales del empleador.

## BENEFICIOS Y PROTECCIONES

Mientras los empleados estén de licencia bajo la FMLA, los empleadores tienen que continuar con la cobertura del seguro de salud como si los empleados no estuvieran de licencia.

Después de regresar de la licencia bajo la FMLA, a la mayoría de los empleados se les tiene que restablecer el mismo trabajo o uno casi idéntico, con el pago, los beneficios y otros términos y otras condiciones de empleo equivalentes.

Un empleador no puede interferir con los derechos de la FMLA de un individuo o tomar represalias contra alguien por usar o tratar de usar la licencia bajo la FMLA, oponerse a cualquier práctica ilegal hecha por la FMLA, o estar involucrado en un procedimiento según o relacionado con la FMLA.

## REQUISITOS DE ELEGIBILIDAD

Un empleado que trabaja para un empleador cubierto tiene que cumplir con tres criterios para poder ser elegible para una licencia bajo la FMLA. El empleado tiene que:

- Haber trabajado para el empleador por lo menos 12 meses;
- Tener por lo menos 1,250 horas de servicio en los 12 meses previos a tomar la licencia\*; y
- Trabajar en el lugar donde el empleador tiene al menos 50 empleados dentro de 75 millas del lugar de trabajo del empleado.

\*Requisitos especiales de "horas de servicio" se aplican a empleados de una tripulación de una aerolínea.

## PEDIDO DE LA LICENCIA

En general, los empleados tienen que pedir la licencia necesaria bajo la FMLA con 30 días de anticipación. Si no es posible avisar con 30 días de anticipación, un empleado tiene que notificar al empleador lo más pronto posible y, generalmente, seguir los procedimientos usuales del empleador.

Los empleados no tienen que informar un diagnóstico médico, pero tienen que proporcionar información suficiente para que el empleador pueda determinar si la ausencia califica bajo la protección de la FMLA. La información suficiente podría incluir informarle al empleador que el empleado está o estará incapacitado para realizar sus funciones laborales, que un miembro de la familia no puede realizar las actividades diarias, o que una hospitalización o un tratamiento médico es necesario. Los empleados tienen que informar al empleador si la necesidad de la ausencia es por una razón por la cual la licencia bajo la FMLA fue previamente tomada o certificada.

Los empleadores pueden exigir un certificado o una recertificación periódica que respalde la necesidad de la licencia. Si el empleado determina que la certificación está incompleta, tiene que proporcionar un aviso por escrito indicando qué información adicional se requiere.

## RESPONSABILIDADES DEL EMPLEADOR

Una vez que el empleador tome conocimiento que la necesidad de la ausencia del empleado es por una razón que puede calificar bajo la FMLA, el empleador tiene que notificar al empleado si él o ella es elegible para una licencia bajo FMLA y, si es elegible, también tiene que proporcionar un aviso de los derechos y las responsabilidades según la FMLA. Si el empleado no es elegible, el empleador tiene que brindar una razón por la cual no es elegible.

Los empleadores tienen que notificar a sus empleados si la ausencia será designada como licencia bajo la FMLA, y de ser así, cuánta ausencia será designada como licencia bajo la FMLA.

## CUMPLIMIENTO

Los empleados pueden presentar un reclamo ante el Departamento de Los Empleados Los Los empleados pueden presentar un reclamo ante el Departamento de Trabajo de EE. UU., la División de Horas y Salarios, o pueden presentar una demanda privada contra un empleador.

La FMLA no afecta a ninguna ley federal o estatal que prohíba la discriminación ni sustituye a ninguna ley estatal o local o convenio colectivo de negociación que proporcione mayores derechos de ausencias familiares o médicas.



Para información adicional o para presentar un reclamo:

**1-866-4-USWAGE**

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

[www.dhs.gov](http://www.dhs.gov)

Departamento de Trabajo y Seguridad Social

WH1420 SPA REV 04/16

WH-1462

Employee  
Polygraph  
Protection  
Act

Dated  
07/16

# EMPLOYEE RIGHTS

## EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

**PROHIBITIONS** Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

New version  
this year!

to have test results disclosed to unauthorized persons.

**ENFORCEMENT** The Secretary of Labor may bring court actions to assess civil penalties against violators. Employees or also bring their own court actions.

**THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS ACT WHERE EMPLOYEES AND JOB APPLICANTS CAN READ IT.**



WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

1-866  
TTY: 1-877  
www.dol.gov

WH1462 REV 07/16

WH-1462

Employee

Polygraph

Protection

Act

Spanish

version

Dated

07/16

# DERECHOS DEL EMPLEADO LEY PARA LA PROTECCIÓN DEL EMPLEADO CONTRA LA PRUEBA DEL POLÍGRAFO

La Ley Para La Protección del Empleado contra la Prueba de Polígrafo le prohíbe a la mayoría de los empleadores del sector privado que utilice pruebas con detectores de mentiras durante el período de pre-empleo o durante el servicio de empleo.

**PROHIBICIONES** Generalmente se le prohíbe al empleador que le exija o requiera a un empleado o a un solicitante a un trabajo que se cometa a una prueba con detector de mentiras, y que despidiera, disciplinara, o discriminara de ninguna forma contra un empleado o contra un aspirante a un trabajo por haberse negado a someterse a la prueba o por haberse acogido a otros derechos establecidos por la Ley.

# New Spanish form this year!

antes de someterse a la prueba, el derecho a negarse a someterse a la prueba o a discontinuarla, al igual que el derecho a negarse a que los resultados de la prueba estén al alcance de personas no autorizadas

**CUMPLIMIENTO** El/La Secretario(a) de Trabajo puede entablar pleitos para impedir violaciones y puede imponer penas pecuniarias civiles contra los violadores. Los empleados o solicitantes a empleo también tienen derecho a entablar sus propios pleitos en los tribunales.

**LA LEY EXIGE QUE LOS EMPLEADORES EXHIBAN ESTE AVISO DE LOS DERECHOS DE LOS EMPLEADOS Y LOS SOLICITANTES DE EMPLEO LO PUEDAN VER FÁCILMENTE.**



DIVISIÓN DE HORAS Y SALARIOS  
DEPARTAMENTO DE TRABAJO DE LOS EE.UU.

1-866-487-  
TTY: 1-877-889-  
[www.dol.gov](http://www.dol.gov)

# Job Safety & Health

## The Iowa OSHA Program

Dated 2019



### Job Safety and Health IT'S THE LAW!

#### All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness to OSHA.

#### Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health or safety concern.

# New version this year!

- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

*This poster is available free from OSHA.*

*Contact OSHA. We can help.*



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • [www.osha-slc.gov](http://www.osha-slc.gov)

OSHA 3165-04R 2019



# Current Iowa Predetermined Wage Rate Decision

- The appropriate Wage Rate Decision number is listed on both the Estimating Proposal and the Contract.
  - IA17-97.0

# Identifying the Davis Bacon Wage Rate



12/22/2017 08:03:28

AASHTOWare Project v3.01.164.01

## Contract Specifications List

Page 2 of 2

Contract ID: 31-0321-041

Call Order No.: 009

Letting Date: December 19, 2017 10:00 A.M.

IA17-97.0

PREDETERMINED WAGE RATE - GENERAL DECISION NUMBER IA170097 FOR HEAVY AND HIGHWAY CONSTRUCTION -- STATEWIDE (EXCEPT SCOTT COUNTY)

Note: The Contractor shall review the contract documents and is responsible for identifying which zone(s), as defined in the Predetermined Wage Rate specification, apply to the work on the contract.

\*\*\* Additional Requirement \*\*\*

The Prime Contractor shall submit certified payrolls for itself and each approved Subcontractor weekly to the Project Engineer. The Contractor may use the Iowa D.O.T. Certified Payroll form or other approved form. The Contractor shall list the craft for each employee covered by the Predetermined Wage Rates. The Prime Contractor shall sign each of the Subcontractor's payrolls to acknowledge the submittal of the Certified Payroll.

# Website for IDOT Construction & Materials Bureau

[https://iowadot.gov/construction\\_materials/Contract-administration#4863112-davis-bacon-information](https://iowadot.gov/construction_materials/Contract-administration#4863112-davis-bacon-information)

- Note: In Level 1 was went through the IDOT Construction and Materials Bureau website, this time we will find if through the Contracts Bureau website.

# Obtaining a copy of the Wage Rate

Go to <https://iowadot.gov/>

Either click on A-Z

Or type "C" in the search box

The screenshot shows the Iowa Department of Transportation website. At the top left is the 'iowa.gov' logo. To its right are links for 'Services', 'Agencies', and 'Social'. A search bar is located in the top right corner, containing the text 'Contracts' and a magnifying glass icon. A red arrow points to the search bar, and a red circle highlights the 'A-Z' button next to it. Below the search bar is a navigation menu with links for 'HOME', 'ONLINE SERVICES', 'TRAVEL', 'DRIVERS / VEHICLES', 'BUSINESS', 'FORMS', and 'ABOUT'. The main content area features three large, colorful buttons: an orange button for '24/7 ONLINE SERVICES', a blue button for 'TRAVEL', and a green button for 'DRIVERS / VEHICLES'. Each button has a corresponding icon and a brief description of the services offered. The background of the website is a scenic image of a wooden bridge over a river with trees in the background.

HOME | ONLINE SERVICES | TRAVEL | DRIVERS / VEHICLES | BUSINESS | FORMS | ABOUT

Contracts

A-Z

IOWA DEPARTMENT OF TRANSPORTATION  
GETTING YOU THERE

24/7  
ONLINE SERVICES  
Get Iowa DOT services online, anytime  
GET IT NOW

TRAVEL  
View Iowa travel conditions, construction and traffic cameras  
PLAN AHEAD

DRIVERS / VEHICLES  
Renew Iowa driver's license, make an appointment, register vehicles  
TELL ME MORE

HOME | NEWS | CAREERS | PERFORMANCE



# Obtaining a copy of the Wage Rate

Either click on C or scroll down to C and click on Contracts

A screenshot of a website's search and navigation interface. At the top, there is a search bar with a magnifying glass icon on the left and a navigation menu with letters A through Z. The letter 'C' is highlighted in orange. Below the search bar, a list of links is displayed in two columns. The link 'Contracts' in the second column is circled in red. Two red arrows point to the 'C' in the search bar and the 'C' in the list. The background of the screenshot shows a blurred image of a highway with traffic.

- [CADD tools](#)
- [Cameras, speed](#)
- [Cannabidiol, medical registration cards](#)
- [Careers, Iowa DOT](#)
- [Carpooling, RideShare](#)
- [CDL \(commercial driver's license\)](#)
- [CDL hazmat endorsement/fingerprint-based background check](#)
- [Certified contractor](#)
- [Certified welder](#)
- [Church signs](#)
- [Cities/Counties — inventory stock catalog](#)
- [Citizen Advisory Commission \(CAC\), Governor's Transportation 2020](#)
- [City, county and state maps](#)
- [Civil rights](#)
- [Clearance letters \(military/out-of-state extensions\)](#)
- [Co-ops and internships](#)
- [Commercial air service](#)
- [Commercial and Industrial Network \(CIN\) map](#)
- [Commercial Driver's License Manual \(PDF\)](#)
- [Construction and Materials](#)
- [Construction, travel information - 511.org](#)
- [Construction, list of major projects](#)
- [Construction, U.S. 20](#)
- [Consultant/Designer resources](#)
- [Consultant utilization](#)
- [Contact the Iowa DOT](#)
- [Contacts, general](#)
- [Contractor cap and hammer database](#)
- [Contractor's corner](#)
- [Contractor Evaluation Program](#)
- [Contractor's Financial-Experience-Equipment Statement — Iowa DOT Form 650004](#)
- [Contracts Payments Search](#)
- [Contracts letting calendar \(PDF\)](#)
- [Contracts](#)
- [Contracts — project plans and specifications \(PDF\)](#)
- [Council Bluffs Interstate System \(CBIS\) improvements project](#)
- [County annual report instructions \(PDF\)](#)

# Obtaining a copy of the Wage Rate

Click on BID EXPRESS WEBSITE



CONTRACTS HOME

PLANS AND ESTIMATION PROPOSALS

▼ CURRENT LETTINGS

NOTICE TO BIDDERS

BID EXPRESS WEBSITE

DOWNLOADING HELP/FAQ

FEDERALLY DEFERRED ENTITIES

404 PERMITS

SUBSCRIBE TO EMAIL ALERTS

▶ FUTURE LETTINGS

▶ HISTORICAL/COMPLETED LETTINGS

## CONTRACTS

### CURRENT LETTING INFORMATION

Highway lettings typically take place on the **third Tuesday of each month**. These lettings include interstate, primary and secondary road work, and maintenance projects.

DOWNLOAD  
PLANS & PROPOSALS



- [February 2, 2021 Special Letting Notice to Bidders](#)
- [Notice to Bidders](#)
- [December 14, 2020 Notice to Bidders](#)
- [Letting schedule critical dates](#)
- [The letting process](#)
- [New contractor information](#)

### PRIME CONTRACTOR PREQUALIFICATION

The Iowa DOT is now requiring online submittal of the Contractor's Financial-Experience-Equipment Statement (Form 650004). The Form 650004 must

### LETTING NOTICES

- [View current and past notices](#)

# Obtaining a copy of the Wage Rate

Click on the Lettings tab

Expand the Letting Year

Click on the appropriate Letting

**Bid Express**

Login  Help

IADOT **Lettings** Search Advantage Bid Tab Analysis Small Business Network

February 26, 2021 06:08 PM CST

Iowa Department of Transportation

List of Lettings

[Contact Bid Express](#)

[Terms of Use](#)

## List of Lettings

2021

Letting Date	Letting ID	Proposals
<a href="#">March 16, 2021</a>	21/03/16	69
<a href="#">February 16, 2021</a>	21/02/16	92
<a href="#">February 2, 2021</a>	21/02/02	1
<a href="#">January 20, 2021</a>	21/01/20	90

(4 Lettings)

2020

2019

2018

2017

Letting Date	Letting ID	Proposals
<a href="#">December 19, 2017</a>	17/12/19	70
<a href="#">November 21, 2017</a>	17/11/21	53

# Obtaining a copy of the Wage Rate

Under Downloads find the Iowa State Wage Rates

◀ Letting of December 19, 2017 ▶

Letting ID: 17/12/19  
Cut-Off Time: 10:00:59 AM CST

Proposal	Call Order ▲	Project ID	Items	Amendments	Counties
<a href="#">01-0253-029</a> 171219 001 KAM	001	171219 S1	70	2	ADAIR
<a href="#">01-0253-030</a> 171219 002 KAM	002	171219 S1	73	3	ADAIR
<a href="#">09-0009-075</a> 171219 009 KAM	003	171219 S1	36	0	BREMER
<a href="#">11-0032-063</a> 171219 011 KAM	004	171219 S3	54	0	BUENA VISTA
<a href="#">11-0032-065</a> 171219 012 KAM	005	171219 S1	60	2	BUENA VISTA
<a href="#">13-0013-095</a> 171219 014/015 TMC	006	171219 S2	36	0	CALHOUN
<a href="#">15-0062-041</a> 171219 016 KAM	007	171219 S1	48	2	CASS
<a href="#">16-0807-111</a> 171219 018 TMC	008	171219 S2	35	1	CEDAR
<a href="#">31-0321-041</a> 171219 031 TMC	009	171219 S1	42	1	DUBUQUE
<a href="#">31-0321-042</a> 171219 029/030/032 TMC	010	171219 S1	204	2	DUBUQUE
<a href="#">46-0033-047</a> 171219 040 KAM	011	171219 S1	63	1	HUMBOLDT
<a href="#">47-0596-041</a>	012	171219 S2	57	0	IDA

The letting has ended.

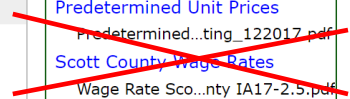
### Also Available

- [Apparent Bids](#)
- [Bid Summary](#)
- [Plan Holders / Eligible Bidders](#)
- [Questions and Answers](#)
- [Bid Item Master File](#)
- [DOT Electronic Plans and Proposals](#)

### Downloads

**Bid files are required for internet bidding.**

- [Annual Bid Bonds](#)  
Annual Bid Bonds.pdf
- [Awarded Contract Unit Prices - ENGLISH](#)  
201701-201712\_SumAwdE.txt
- [Award Summary](#)  
19dec2017awd.pdf
- [Corrected Bids As Read](#)  
Corrected As Read.pdf
- [DBE.BIN](#)  
19decdbbe.bin
- [DBE Commitments](#)  
171219\_DBE\_Commitments.pdf
- [Iowa State Wage Rates](#)
- [PREDETERMIN...E IA17-97.0.pdf](#)
- [Notice to Bidders](#)  
171219NoticeToBidders.pdf
- [Predetermined Unit Prices](#)  
Predetermined...ting\_122017.pdf
- [Scott County Wage Rates](#)
- [Wage Rate Sco...nty IA17-2.5.pdf](#)





# Current Iowa Predetermined Wage Rate Decision

- **All** pages of the Wage Rate Decision must be displayed or available for examination at all times!

# Predetermined Wage Rate

page 1

## PREDETERMINED WAGE RATE

IA17 - 97.0

General Decision Number: IA170097 01/06/2017 IA97

Superseded General Decision Number: IA20160097

State: Iowa

Construction Types: Heavy and Highway

Counties: Iowa Statewide.

STATEWIDE EXCEPT SCOTT COUNTY HEAVY CONSTRUCTION PROJECTS  
(Does not include work on or pertaining to the Mississippi or Missouri Rivers or on Water and Sewage Treatment Plants), AND HIGHWAY PROJECTS (does not include building structures in rest areas)

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Davis-Bacon Act for which the solicitation was 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 \$10.20 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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](http://www.dol.gov/whd/govcontracts).

Modification Number	Publication Date
0	01/06/2017

SUIA2016-001 06/07/2016

	Rates	Fringes
CARPENTER AND PILEDRIVERMEN:		
ZONE 1	26.42	11.13
ZONE 2	24.33	11.13
ZONE 3	24.33	11.13
ZONE 4	23.65	8.95
ZONE 5	22.75	7.55
CONCRETE FINISHER:		
ZONE 1	24.50	7.10
ZONE 2	24.50	7.10
ZONE 3	24.50	7.10
ZONE 4	22.05	5.55
ZONE 5	20.45	6.10
ELECTRICIAN (STREET AND HIGHWAY LIGHTING AND TRAFFIC SIGNALS)		
ZONE 1, 2, AND 3	22.80	5.70
ZONE 4	21.50	5.70

IA170097 - 1

# Predetermined Wage Rate

page 2

PREDETERMINED WAGE RATE		IA17 - 97.0
ZONE 5	19.30	5.70
IRONWORKER: (SETTING OF STRUCTURAL STEEL)		
ZONE 1	29.00	8.55
ZONE 2	26.91	8.55
ZONE 3	26.61	8.85
ZONE 4	24.75	7.85
ZONE 5	22.90	7.40
LABORER:		
ZONE 1, 2, AND 3		
GROUP A	21.33	8.50
GROUP AA	23.71	8.50
GROUP B	19.48	8.50
GROUP C	16.40	8.50
ZONE 4		
GROUP A	19.00	7.95
GROUP B	17.68	7.95
GROUP C	14.80	7.95
ZONE 5		
GROUP A	19.50	6.50
GROUP B	17.00	6.50
GROUP C	16.15	6.50
POWER EQUIPMENT OPERATOR:		
ZONE 1		
GROUP A	29.40	13.30
GROUP B	27.85	13.30
GROUP C	25.35	13.30
GROUP D	25.35	13.30
ZONE 2		
GROUP A	28.70	13.30
GROUP B	27.10	13.30
GROUP C	24.55	13.30
GROUP D	24.55	13.30
ZONE 3		
GROUP A	27.50	19.55
GROUP B	25.70	19.55
GROUP C	24.70	19.55
GROUP D	24.70	19.55
ZONE 4		
GROUP A	28.35	9.35
GROUP B	27.21	9.35
GROUP C	25.13	9.35
GROUP D	25.13	9.35
ZONE 5		
GROUP A	24.67	7.60
GROUP B	23.63	7.60
GROUP C	21.90	7.60
GROUP D	20.90	7.60

# Predetermined Wage Rate

page 3

## PREDETERMINED WAGE RATE

IA17 - 97.0

### TRUCK DRIVER (AND PAVEMENT MARKING DRIVER/SWITCHPERSON)

ZONE 1	21.50	10.30
ZONE 2	21.50	10.30
ZONE 3	21.50	10.30
ZONE 4	21.60	6.00
ZONE 5	19.65	6.00

### ZONE DEFINITIONS

- ZONE 1 The Counties of Polk, Warren and Dallas for all Crafts, and Linn County Carpenters only.
- ZONE 2 The Counties of Dubuque for all Crafts and Linn County for all Crafts except Carpenters.
- ZONE 3 The Cities of Burlington, Clinton, Fort Madison, Keokuk, and Muscatine (and abutting municipalities of any such cities).
- ZONE 4 Story, Black Hawk, Cedar, Jasper, Jones, Jackson, Louisa, Madison, and Marion Counties; Clinton County (except the City of Clinton), Johnson County, Muscatine County (except the City of Muscatine), the City of Council Bluffs, Lee County and Des Moines County.
- ZONE 5 All areas of the state not listed above.

### LABORER CLASSIFICATIONS - ALL ZONES

GROUP AA – Asbestos abatement worker (Zones 1, 2, and 3); Skilled pipelayer (sewer, water and conduits) and tunnel laborers (Zones 1, 2 and 3).

GROUP A – Asbestos abatement worker (Zones 4 and 5); Carpenter tender on bridges and box culverts; curb machine (without a seat); deck hand; diamond & core drills; drill operator on air tracs, wagon drills and similar drills; form setter/stringman on paving work; gunnite nozzleleman; joint sealer kettleman; laser operator; pipelayer (sewer, water, and conduits) Zone 4 & 5; powderman tender; powerman/blaster; saw operator; tunnel laborer (zones 4 and 5).

GROUP B - Air, gas, electric tool operator; barco hammer; carpenter tender; caulker; chain sawman; compressor (under 400 cfm); concrete finisher tender; concrete processing materials and monitors; cutting torch on demolition; drill tender; dumpmen; electric drills; fence erectors; form line expansion joint assembler; form tamper; general laborer; grade checker; handling and placing metal mesh, dowel bars, reinforcing bars and chairs; hot asphalt laborer; installing temporary traffic control devices; jackhammerman; mechanical grouter; painter (all except stripers); paving breaker; planting trees, shrubs and flowers; power broom (not self-propelled); power buggyman; rakers; rodman (tying reinforcing steel); sandblaster; seeding and mulching; sewer utility topman/bottom man; spaders; stressor or stretcherman on pre or post tensioned concrete; stringman on re/surfacing/no grade control; swinging stage, tagline, or block and tackle; tampers; timberman; tool room men and checkers; tree climber; tree groundman; underpinning and shoring caissons over twelve feet deep; vibrators; walk behind trencher; walk



# Predetermined Wage Rate

page 4

## PREDETERMINED WAGE RATE

IA17 - 97.0

behind paint strippers; walk behind vibrating compactor; water pumps (under three inch); work from bosun chair.

GROUP C - Scale weigh person; traffic control/flagger, surveillance or monitor; water carrier.

### POWER EQUIPMENT OPERATOR CLASSIFICATIONS - ALL ZONES

GROUP A - All terrain (off road) forklift, Asphalt breakdown roller (vibratory); Asphalt laydown machine; asphalt plant; Asphalt screed; bulldozer (finish); central mix plant; concrete pump; crane; crawler tractor pulling scraper; directional drill (60,000 (lbs) pullback and above); dragline and power shovel; dredge engineer; excavator (over ½ cu. yd.); front end loader (4 cy and over); horizontal boring machine; master mechanic; milling machine (over 350 hp); motor grader (finish); push cat; rubber tired backhoe (over ½ cu. yd.); scraper (12 cu. yd. and over or finish); Self-propelled rotary mixer/road reclaimer; sidebroom tractor; slipform portland concrete paver; tow or push boat; trenching machine (Cleveland 80 or similar).

GROUP B - Articulated off road hauler, asphalt heater/planer; asphalt material transfer vehicle; Asphalt roller; belt loader or similar loader; bulldozer (rough); churn or rotary drill; concrete curb machine; crawler tractor pulling ripper, disk or roller, deck hand/oiler; directional drill (less than 60,000 (lbs) pullback); distributor; excavator (1/2 cu. yd. and under); form riding concrete paver; front end loader (2 to less than 4 cu. yd.); group equipment greaser; mechanic; milling machine (350 hp. and less); paving breaker; portland concrete dry batch plant; rubber tired backhoe (1/2 cu. yd. and under); scraper (under 12 cy); screening, washing and crushing plant (mobile, portable or stationary); shoulder machine; skid loader (1 cu. yd. and over); subgrader or trimmer; trenching machine; water wagon on compaction.

GROUP C - Boom & winch truck; concrete spreader/belt placer; deep wells for dewatering; farm type tractor (over 75 hp.) pulling disc or roller; forklift; front end loader (under 2 cu. yd.); motor grader (rough); pile hammer power unit; pump (greater than three inch diameter); pumps on well points; safty boat; self-propelled roller (other than asphalt); self-propelled sand blaster or shot blaster, water blaster or striping grinder/remover; skid loader (under 1 cu. yd.); truck mounted post driver.

# Predetermined Wage Rate

page 5

## PREDETERMINED WAGE RATE

IA17 - 97.0

GROUP D - Boiler; compressor; cure and texture machine; dow box; farm type or utility tractor (under 75 hp.) pulling disk, roller or other attachments; group greaser tender; light plants; mechanic tender; mechanical broom; mechanical heaters; oiler; pumps (under three inch diameter); tree chipping machine; truck crane driver/oiler.

### CARPENTERS AND PILEDRIVERMEN, or IRONWORKERS (ZONE 5)

Setting of structural steel; any welding incidental to bridge or culvert construction; setting concrete beams.

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

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 (29 CFR 5.5 (a) (1) (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

IA170097 - 5

# Predetermined Wage Rate

page 6

## PREDETERMINED WAGE RATE

IA17 - 97.0

the example, is an internal number used in producing the wage determination. 5/15/2014 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, D. C. 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, D. C. 20210

IA170097 - 6

# Predetermined Wage Rate

page 7

## PREDETERMINED WAGE RATE

IA17 - 97.0

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, D. C. 20210

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

**END OF GENERAL DECISION**

IA170097 - 7



# Form 650170 - EEO Project Site Inspection/Wage Rate Report

- Top Half – checklist of required postings
- Bottom Half – wage rate interview of contractor's employees
  - Not needed if employer participates in the AGC Prevailing Wage Notification Program

<http://www.agcia.org/pwnp.asp>

## 2.24 Davis-Bacon Wage Requirements Project Engineer's Involvement

- Field Procedure
  - Labor compliance inspections
- At least one inspection on contracts less than six months.
- A second inspection if over six months.

# Assuring Davis-Bacon Compliance

## Wage Rate Interview

- Ask the following questions:
  1. Is the employee receiving at least the specified wage rate for type and class of work performed?
  2. Is proper allowance being made for fringe benefits and have the plans been explained to the employees?

# Wage Rate Interview

- Questions (continued):
  3. Is work performed within the proper classification?
  4. Are additional classifications necessary?
  5. Does the employee have complaints as to hours, wages, and fringe benefits?

# Prevailing Wage Notification Program

- Voluntary program maintained by the Associated General Contractors of Iowa
- Participating contractors use a proactive approach to inform their employees of Davis-Bacon wages and benefits.
- No need to conduct a wage rate interview on employees of participating contractors.
- Participating contractor list available at:

<http://www.agcia.org/pwnp.asp>



3. Payroll Transcript No. used for the Review \_\_\_\_\_ for week ending \_\_\_\_\_

4. Is contractor or subcontractor participating in AGC of Iowa's Prevailing Wage Notification Program ([agcia.org/pwnp.asp](http://agcia.org/pwnp.asp))?  Yes  No

5. Employees Interviewed;

Employee Name	Davis-Bacon Classification	Proper classification for duties performed?	Is employee aware of location of poster board?	Is employee receiving at least specified wage rate & fringe benefit?	Comments

6. General Comments: \_\_\_\_\_

Lloyd McIntyre

Name of Interviewer

4-1-16

Date

# EEO PROJECT SITE INSPECTION / WAGE RATE REPORT

Form 650170 (05-16)



**PROJECT ENGINEER'S  
PROJECT SITE INSPECTION/WAGE RATE REPORT**

An inspection was made on \_\_\_\_\_, \_\_\_\_\_, in order to determine compliance with the posters/non-segregated facilities/labor standards provisions on the referenced contract

Contractor/Subcontractor \_\_\_\_\_

Contract ID \_\_\_\_\_ County \_\_\_\_\_

Project Engineer \_\_\_\_\_

**1. Which posters are properly displayed? (Please check)**

- Contractor's EEO/AA and Training Notice – (furnished by Office of Contracts)
- Form EEOC-P/E-1 EEO is the Law with Supplement
- Form EEOC-P/E-1 EEO is the Law (Spanish version)\* with Supplement
- FHWA 1022 – Notice Concerning False Statements and Records\*\*
- WH-1321 – Employee Rights Under the Davis-Bacon Act\*\*
- WH-1321SPA – Employee Rights Under the Davis-Bacon Act (Spanish Version)\*\*
- Predetermined Wage Rate Decision(s) Required by Contract
- 70-8025 – Job Safety and Health
- WHD-1420 – Family and Medical Leave Act
- WHD-1462 – Employee Polygraph Protection Act

\* Although not required, it is strongly recommended that these two posters be posted whenever the companies involved with this project either employ or anticipate employing persons who speak Spanish.

\*\* Required only for Federal Aid contracts

If bulletin board does not comply with Article 1102.19.E.5, the following actions will be taken:

Project Inspector will issue a notice to contractor for non-compliance and  
Progress payments will be suspended until all postings are properly displayed on bulletin board.

2. Are employee facilities provided on a non-segregated basis?  Yes  No

3. Are prevailing wages required?  Yes  No

Payroll Transcript No. \_\_\_\_\_ used for review, for week ending \_\_\_\_\_

4. Is contractor or subcontractor participating in AGC of Iowa's Prevailing Wage Notification Program ([agcia.org/pwnp.asp](http://agcia.org/pwnp.asp))?  Yes  No

**5. Employees Interviewed:**

Employee Name	Davis-Bacon Classification	Proper classification for duties performed?	Is employee aware of location of poster board?	Is employee receiving at least specified wage rate & fringe benefit?	Comments

6. General Comments: \_\_\_\_\_

Name of Interviewer \_\_\_\_\_ Date \_\_\_\_\_



**PROJECT ENGINEER'S  
EEO PROJECT SITE INSPECTION/WAGE RATE REPORT**

An inspection was made on October 15, 2018, in order to determine compliance with the posters/non-segregated facilities/labor standards provisions on the referenced contract

Contractor/Subcontractor Dormark Const  
Contract ID 31-0321-041 County Dubuque  
Project Engineer Hugh Holak

1. Which posters are properly displayed? (Please check)

- Contractor's EEO/AA and Training Notice – (furnished by Office of Contracts)
- Form EEOC-P/E-1 EEO is the Law with Supplement
- Form EEOC-P/E-1 EEO is the Law (Spanish version)\* with Supplement
- FHWA 1022 – Notice Concerning False Statements and Records\*\*
- WH-1321 – Employee Rights Under the Davis-Bacon Act\*\*
- WH-1321SPA – Employee Rights Under the Davis-Bacon Act (Spanish Version)\*\*
- Predetermined Wage Rate Decision(s) Required by Contract
- 70-8025 – Job Safety and Health
- WHD-1420 – Family and Medical Leave Act
- WHD-1462 – Employee Polygraph Protection Act

\* Although not required, it is strongly recommended that these two posters be posted whenever the companies involved with this project either employ or anticipate employing persons who speak Spanish.

\*\* Required only for Federal Aid contracts

If bulletin board does not comply with Article 1102.19.E.5, the following actions will be taken:

Project Inspector will issue a notice to contractor for non-compliance and  
Progress payments will be suspended until all postings are properly displayed on bulletin board.

2. Are employee facilities provided on a non-segregated basis?  Yes  No

3. Are prevailing wages required?  Yes  No

Payroll Transcript No. 2 used for review, for week ending 10-20-2018

4. Is contractor or subcontractor participating in AGC of Iowa's Prevailing Wage Notification Program (agcia.org/pwnp.asp)?  Yes  No

5. Employees Interviewed;

Employee Name	Davis-Bacon Classification	Proper classification for duties performed?	Is employee aware of location of poster board?	Is employee receiving at least specified wage rate & fringe benefit?	Comments
Employee 1	Lab - Grp B	Yes	Yes	Yes	
Employee 2	Lab - Conc Finisher	Yes	Yes	Yes	
Employee 3	Lab - Conc Finisher	Yes	Yes	Yes	

6. General Comments: \_\_\_\_\_

John Willenbring  
Name of Interviewer

10-15-2018  
Date



**PROJECT ENGINEER'S  
EEO PROJECT SITE INSPECTION/WAGE RATE REPORT**

An inspection was made on June 8, 2018, in order to determine compliance with the posters/non-segregated facilities/labor standards provisions on the referenced contract

Contractor/Subcontractor Great Plains Survey  
Contract ID 31-0321-041 County Dubuque  
Project Engineer Hugh Holak

1. Which posters are properly displayed? (Please check)

- Contractor's EEO/AA and Training Notice – (furnished by Office of Contracts)
- Form EEOC-P/E-1 EEO is the Law with Supplement
- Form EEOC-P/E-1 EEO is the Law (Spanish version)\* with Supplement
- FHWA 1022 – Notice Concerning False Statements and Records\*\*
- WH-1321 – Employee Rights Under the Davis-Bacon Act\*\*
- WH-1321SPA – Employee Rights Under the Davis-Bacon Act (Spanish Version)\*\*
- Predetermined Wage Rate Decision(s) Required by Contract
- 70-8025 – Job Safety and Health
- WHD-1420 – Family and Medical Leave Act
- WHD-1462 – Employee Polygraph Protection Act

\* Although not required, it is strongly recommended that these two posters be posted whenever the companies involved with this project either employ or anticipate employing persons who speak Spanish.

\*\* Required only for Federal Aid contracts

If bulletin board does not comply with Article 1102.19.E.5, the following actions will be taken:

Project Inspector will issue a notice to contractor for non-compliance and  
Progress payments will be suspended until all postings are properly displayed on bulletin board.

2. Are employee facilities provided on a non-segregated basis?  Yes  No



3. Are prevailing wages required?

Yes

No

Payroll Transcript No. \_\_\_\_\_ used for review, for week ending \_\_\_\_\_

4. Is contractor or subcontractor participating in AGC of Iowa's Prevailing Wage Notification Program (agcia.org/pwnp.asp)?

Yes

No

5. Employees Interviewed;

Employee Name	Davis-Bacon Classification	Proper classification for duties performed?	Is employee aware of location of poster board?	Is employee receiving at least specified wage rate & fringe benefit?	Comments

6. General Comments: Great Plains (Survey) not required for EEO Review

John Willenbring  
Name of Interviewer

June 8, 2018  
Date



**PROJECT ENGINEER'S  
EEO PROJECT SITE INSPECTION/WAGE RATE REPORT**

An inspection was made on May 17, 2018, in order to determine compliance with the posters/non-segregated facilities/labor standards provisions on the referenced contract

Contractor/Subcontractor Mid-States Rebar

Contract ID 31-0321-041 County Dubuque

Project Engineer Hugh Holak

1. Which posters are properly displayed? (Please check)

- Contractor's EEO/AA and Training Notice – (furnished by Office of Contracts)
- Form EEOC-P/E-1 EEO is the Law with Supplement
- Form EEOC-P/E-1 EEO is the Law (Spanish version)\* with Supplement
- FHWA 1022 – Notice Concerning False Statements and Records\*\*
- WH-1321 – Employee Rights Under the Davis-Bacon Act\*\*
- WH-1321SPA – Employee Rights Under the Davis-Bacon Act (Spanish Version)\*\*
- Predetermined Wage Rate Decision(s) Required by Contract
- 70-8025 – Job Safety and Health
- WHD-1420 – Family and Medical Leave Act
- WHD-1462 – Employee Polygraph Protection Act

\* Although not required, it is strongly recommended that these two posters be posted whenever the companies involved with this project either employ or anticipate employing persons who speak Spanish.

\*\* Required only for Federal Aid contracts

If bulletin board does not comply with Article 1102.19.E.5, the following actions will be taken:

Project Inspector will issue a notice to contractor for non-compliance and

Progress payments will be suspended until all postings are properly displayed on bulletin board.

2. Are employee facilities provided on a non-segregated basis?  Yes  No

3. Are prevailing wages required?  Yes  No

Payroll Transcript No. \_\_\_\_\_ used for review, for week ending \_\_\_\_\_

4. Is contractor or subcontractor participating in AGC of Iowa's Prevailing Wage Notification Program (agcia.org/pwnp.asp)?  Yes  No

5. Employees Interviewed;

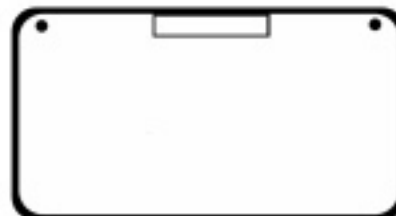
Employee Name	Davis-Bacon Classification	Proper classification for duties performed?	Is employee aware of location of poster board?	Is employee receiving at least specified wage rate & fringe benefit?	Comments

6. General Comments: Mid States Rebar is Sub Contractor / Supplier. No EEO Review Required

John Willenbring  
Name of Interviewer

5-17-2018  
Date

# Knowledge Check – Contractor's Bulletin Board



CONSTRUCTING  
A LEARNING ZONE  
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# Knowledge Check – Contractor's Bulletin Board

1. You are inspecting an asphalt overlay project and the asphalt work and shoulders are done. There will be a subcontractor coming back to mill in rumble strips in the fall. When the Prime Contractor's employees tear down the asphalt plant, they take the bulletin board too. Is that OK?
  - No, the bulletin board must be kept on site until the project has been accepted by the project engineer.



# Knowledge Check – Contractor's Bulletin Board

2. You are inspecting a multi-year project involving several contracts – grading, paving, and lighting. At the end of the first season, when the grading contractor has completed their work and that contract has been accepted, they take the bulletin board. Is that OK?
  - Yes, once the contract has been completed and accepted by the project engineer, the Contractor's obligation is fulfilled.

# Knowledge Check – Contractor's Bulletin Board

3. If Prevailing Wages are not applicable, which documents do not need to be displayed on the Contractor's bulletin board?
- Davis-Bacon Wage Rate
  - WH-1321 – Employee Rights Under the Davis-Bacon Act
  - WH-1321SPA - Employee Rights Under the Davis-Bacon Act (Spanish Version)