

WORKER RIGHTS

UNDER THE DAVIS-BACON ACT

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

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

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 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.

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

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

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



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
TTY: 1-877-889-5627
www.dol.gov/whd



DERECHOS DEL EMPLEADO BAJO LA LEY DAVIS-BACON

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

SALARIOS PREVALECIENTES

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

SOBRETIEMPO

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

CUMPLIMIENTO

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

APRENDICES

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

PAGO APROPIADO

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

o póngase en contacto con la 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.

1-866-487-9243
TTY: 1-877-889-5627
www.dol.gov/whd



"General Decision Number: FL20260068 01/02/2026

Superseded General Decision Number: FL20250068

State: Florida

Construction Type: Residential

County: Lake County in Florida.

RESIDENTIAL CONSTRUCTION PROJECTS (consisting of single family homes and apartments up to and including 4 stories).

Modification Number 0 Publication Date 01/02/2026

ENGI0487-032 06/01/2023

| | Rates | Fringes |
|---|----------|---------|
| POWER EQUIPMENT OPERATOR | | |
| Group 1 | | |
| 150 ton lattice, 250 ton hydro, friction, tower and luffing cranes, 300+ ft boom..... | \$ 39.01 | 16.85 |
| Group 2 | | |
| Lattice under 150 ton, 100 ton up to 250 ton hydro cranes..... | \$ 38.01 | 16.85 |
| Group 3 | | |
| Cranes not described above. | \$ 37.01 | 16.85 |

Journeyman Oiler shall be paid: 90% of Group 3's rate.

IRON0808-003 01/01/2024

| | Rates | Fringes |
|-----------------------------|----------|---------|
| IRONWORKER, STRUCTURAL..... | \$ 31.50 | 16.45 |

SUFL2009-107 06/08/2009

| | Rates | Fringes |
|---|----------|---------|
| BRICKLAYER..... | \$ 20.00 | 0.00 |
| CARPENTER, Excludes Form Work.... | \$ 11.96 | 2.94 |
| CEMENT MASON/CONCRETE FINISHER... | \$ 12.19 | 0.00 |
| ELECTRICIAN..... | \$ 11.98 | 0.00 |
| FENCE ERECTOR, Includes Chain Link/Cyclone Fencing..... | \$ 13.50 | 1.06 |
| FORM WORKER..... | \$ 14.00 | 0.54 |
| INSULATOR: Batt and Blown..... | \$ 12.01 | 0.00 |
| IRONWORKER, ORNAMENTAL..... | \$ 12.60 | 0.00 |
| IRONWORKER, REINFORCING..... | \$ 16.88 | 0.00 |

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|---|------|
| LABORER: Common or General.....\$ 9.51 | 0.00 |
| LABORER: Mason Tender - Brick...\$ 11.51 | 0.00 |
| LABORER: Mason Tender - Cement/Concrete.....\$ 10.46 | 0.00 |
| LABORER: Pipelayer.....\$ 11.79 | 0.00 |
| LABORER: Roof Tearoff.....\$ 9.00 | 0.00 |
| LABORER: Landscape and Irrigation.....\$ 9.15 | 0.00 |
| OPERATOR: Asphalt Paver.....\$ 12.07 | 0.00 |
| OPERATOR: Backhoe Loader Combo.....\$ 17.04 | 0.00 |
| OPERATOR: Backhoe/Excavator.....\$ 12.56 | 0.00 |
| OPERATOR: Bulldozer.....\$ 12.14 | 0.00 |
| OPERATOR: Distributor.....\$ 11.57 | 0.00 |
| OPERATOR: Forklift.....\$ 17.38 | 0.00 |
| OPERATOR: Grader/Blade.....\$ 15.50 | 0.00 |
| OPERATOR: Loader.....\$ 11.10 | 0.00 |
| OPERATOR: Roller.....\$ 11.02 | 0.00 |
| OPERATOR: Screed.....\$ 11.08 | 0.00 |
| OPERATOR: Trackhoe.....\$ 15.68 | 0.00 |
| OPERATOR: Tractor.....\$ 10.20 | 0.00 |
| PAINTER: Brush, Roller and Spray.....\$ 13.61 | 0.00 |
| PLASTERER.....\$ 13.59 | 0.00 |
| PLUMBER.....\$ 15.04 | 0.00 |
| ROOFER, Includes Built Up, Modified Bitumen, and Shake & Shingle Roofs (Excludes Metal Roofs).....\$ 13.33 | 0.00 |
| ROOFER: Metal Roof.....\$ 16.99 | 0.00 |
| SHEET METAL WORKER, Includes HVAC Duct Installation (Excludes Metal Roof Installation).....\$ 9.95 | 0.00 |
| TRUCK DRIVER, Includes Dump Truck.....\$ 10.22 | 0.00 |
| TRUCK DRIVER: 4 Axle Truck.....\$ 11.78 | 0.00 |
| TRUCK DRIVER: Lowboy Truck.....\$ 12.10 | 0.00 |

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.
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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

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

Union Rate Identifiers

A four-letter identifier beginning with characters other than ""SU"", ""UAVG"", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union

whose collectively bargained rate 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. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The "SU" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

?SU? wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The "SA" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the ?SA? identifier took effect under state law in the state from which the rates were

adopted.

WAGE DETERMINATION APPEALS PROCESS

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

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

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

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

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

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

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

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

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

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

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END OF GENERAL DECISION

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| OPERATOR: Piledriver..... | \$ 25.18 | 0.00 |
| OPERATOR: Roller..... | \$ 18.28 | 0.00 |
| OPERATOR: Scraper..... | \$ 15.54 | 0.00 |
| OPERATOR: Screed..... | \$ 17.84 | 0.00 |
| OPERATOR: Tractor..... | \$ 16.00 | 0.68 |
| PAINTER..... | \$ 21.02 | 0.00 |
| TRAFFIC CONTROL PERSON..... | \$ 15.93 | 0.00 |
| TRUCK DRIVER: Dump Truck..... | \$ 17.33 | 0.00 |
| TRUCK DRIVER: Flatbed Truck..... | \$ 19.46 | 0.00 |
| TRUCK DRIVER: Lowboy Truck..... | \$ 20.76 | 0.00 |
| TRUCK DRIVER: Off the Road Truck..... | \$ 16.55 | 0.00 |
| TRUCK DRIVER: Water Truck..... | \$ 18.27 | 0.00 |
| TRUCK DRIVER: Distributor Truck..... | \$ 21.19 | 0.00 |

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A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

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END OF GENERAL DECISION

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