



Davis-Bacon and Related Acts

Reading and Interpreting Wage Determinations



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

dol.gov/agencies/whd
1-866-4-US-WAGE

Introduction

- The Wage and Hour Division (WHD) is responsible for administering and enforcing several federal laws involving labor standards including:
 - The Davis-Bacon and Related Acts (DBRA);
 - The McNamara – O’Hara Service Contract Act (SCA);
 - Executive Orders applicable to federal contractors;
 - The Fair Labor Standards Act (FLSA);
 - Family Medical Leave Act (FMLA).

Davis-Bacon and Related Acts

- The DBRA applies to contractors and subcontractors performing on federal or federally assisted contracts in excess of \$2,000 for construction, alteration, or repair.
- Covered contractors and subcontractors must pay their laborers and mechanics working on the site of work no less than the locally prevailing wages and fringe benefits for corresponding work on similar projects in the area.

Interpreting “General” Wage Determinations

- A “General” Wage Determination (WD) has four segments:
 - Cover Sheet
 - Body of WD (classifications, rates & fringe benefits)
 - Conformance process
 - Explanation of rate identifiers

Interpreting “General” WDs: Cover Sheet

Decision Number (Supersedes):

- Annual publication-General WDs
- Replace prior wage determinations
- WD numbers reflect new year

Interpreting “General” WDs: Cover Sheet

- State
- County

Interpreting “General” WDs: Cover Sheet

- Type of construction
- Description of construction
- Include and exclude language

Interpreting “General” WDs: Cover Sheet

- **HIGHWAY CONSTRUCTION PROJECTS** (Does not include building structures in rest area projects)
- **HEAVY CONSTRUCTION PROJECTS** (includes flood control, water & sewer lines, and water wells; excludes elevated storage tanks, industrial construction-chemical processing, power plants, and refineries)
- **BUILDING CONSTRUCTION PROJECTS** (Does not include single family homes & apartments up to and including 4 stories)
- **RESIDENTIAL CONSTRUCTION PROJECTS** (consisting of single family homes and apartments up to and including four stories)

Interpreting “General” WDs: Cover Sheet

Record of Modifications:

- List of all modifications of the WD
- Results of new survey
- Update collectively bargained rates
- Adjustment of non-collectively bargained rates based on ECI

Interpreting “General” WDs: Cover Sheet

General Decision Number: LA170002 01/20/2017 LA2

Superseded General Decision Number: LA20160002

State: Louisiana

Construction Type: Heavy

Counties: Acadia, Ascension, Bossier, Caddo, Calcasieu, East Baton Rouge, Lafayette, Lafourche, Livingston, Ouachita, Rapides, St Landry, St Martin, Terrebonne, Webster and West Baton Rouge Counties in Louisiana.

HEAVY CONSTRUCTION PROJECTS (includes flood control, water & sewer lines, and water wells; excludes elevated storage tanks, industrial construction-chemical processing, power plants, and refineries)

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 contract is awarded (and any 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.

Modification Number	Publication Date
0	01/06/2017
1	01/13/2017
2	01/20/2017

Interpreting “General” WDs: Body

- List of classifications and rates
- Basis for rates – Identifiers:
 - Union Identifiers
 - SU Identifiers

Interpreting “General” WDs: Body

Union Identifiers

ELEV0101-001 10/01/2017

ELEVator Constructors: International Union

Local 101: Local union Number

001: Internal Processing Number

10/01/2017: Date the rate became effective on the CBA

Interpreting “General” WDs: Body

CARP0055-001

11/01/2016

Rates Fringes

CARPENTER (Acoustical Ceiling Installation and Drywall Hanging Only)	\$26.25	\$8.64
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CBA rates are updated when unions notify us of a change

Interpreting “General” WDs: Body

SU Identifiers

SUCO2015-015

07/31/2015

SU: **SU**vey – Basis of Rate(s)
CO: Colorado
2015: Date of Survey
015: Internal numbering
7/31/2015: Date submitted for publication

*** SU rates remain unchanged until new survey or ECI adjustment conducted**

Interpreting “General” WDs: Body

SUCO2015-015 07/31/2015

		Rates	Fringes
Bricklayer.....	\$ 21.96	0.00	
Carpenter.....	\$ 18.22	0.00	

Interpreting “General” WDs: Body

UAVG- Union Weighted Average Identifiers

- **UAVG-CO-0016** 01/01/2016

	Rates	Fringes
• OPERATOR: Bulldozer.....	\$ 37.85	22.72

- A UAVG rate prevails where 100% of the data reported for the classification is union data, but more than one union performed work in the classification in the locality and no single rate prevailed
- UAVG rates are updated annually

Interpreting “General” WDs: Body

- SA(State) – State Adopted Rates
- SC(State) – Conformed Classifications
- SP(State) – Survey Specialty
- ECI-adjusted rates will be identified in wage determinations with additional language such as
 - “The following rates were adjusted pursuant to 29 CFR 1.6(c)(1) on xx/xx/xxxx”

Internet Sites

- Wage Determinations: <https://sam.gov>
- Wage and Hour Division: <http://www.dol.gov/agencies/whd/government-contracts>
- WHD Protections for Workers in Construction under the Bipartisan Infrastructure Law: <https://www.dol.gov/agencies/whd/government-contracts/protections-for-workers-in-construction>
- Resource Book: <http://www.dol.gov/agencies/whd/prevaling-wage-resource-book>
- Office of the Administrative Law Judges Law Library: <https://www.dol.gov/agencies/oalj/topics/libraries/LIBDBA>
- Prevailing Wage Topic videos: <https://www.dol.gov/agencies/whd/government-contracts/construction/presentations>

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