

**SCA workers and other workers employed on the SCA job order have the following rights:**

If you work on a Federal service contract under the Service Contract Act (SCA), you must be paid at least the wage rate and fringe benefits that prevail in the local area or the wage rate and fringe benefits specified in a predecessor contractor's union agreement if there was one. The prevailing wage and fringe benefits are listed in the contract SCA wage determination. Your contractor or subcontractor is required to tell you what wage rates apply to the contract or post the scale of wages at the worksite.

Some service contracts also call for construction work subject to Davis-Bacon prevailing wage requirements. You may also be subject to additional prevailing wage pay requirements under state and local laws. In addition, you may be entitled to overtime pay requirements under other federal, state, and local laws. If you are uncertain about the wages or fringe benefits you should be paid, contact the Wage and Hour Division.



WAGE AND HOUR DIVISION

**U.S. Department of Labor**  
**Wage and Hour Division**

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**SCA**

This card provides summary information on protections and requirements under the Service Contract Act (SCA) for workers employed on federal contracts. For more information call toll-free: **1-866-4US-WAGE** (1-866-487-9243) or visit our website at **[www.dol.gov/whd](http://www.dol.gov/whd)**