

# DISPLACED EMPLOYEE RIGHTS ON SUCCESSOR CONTRACTS

UNDER EXECUTIVE ORDER 13495 AND THE SERVICE CONTRACT ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

The contract for [ ] services currently performed by [ ]  
has been awarded to a new (successor) contractor [ ]  
The new contractor's first date of performance on the contract will be [ ]

If the work is to be performed at the same location, the new contractor is generally required to offer employment to the employees who worked on the contract during the last 30 days of the current contract, except as follows:

- Employees who will not be laid off or discharged as a result of the new contract award are not entitled to an offer of employment.
- Managerial, supervisory, or non-service employees on the current contract are not entitled to an offer of employment.
- The new contractor may reduce the size of the current workforce; therefore, only a portion of the existing workforce may receive employment offers. However, the new contractor must offer employment to the displaced employees for which they are qualified if any openings occur during the first 90 days of performance on the new contract.
- The new contractor may employ its current employee on the new contract before offering employment to the existing contractor's employees only if the new contractor's current employee has worked for the new contractor for at least 3 months immediately preceding the first date of performance on the new contract and would otherwise face layoff or discharge if not employed under the new contract.
- Where the new contractor has reason to believe, based on written credible information from a knowledgeable source, that an employee's job performance while working on the current contract has been unsuitable, the employee is not entitled to an offer of employment on the new contract.
- An employee hired to work under the current Federal service contract and one or more nonfederal service contracts as part of a single job is not entitled to an offer of employment on the new contract, provided that the existing contractor did not deploy the employee in a manner that was designed to avoid the purposes of Executive Order 13495.

**Time limit to accept offer:** If you are offered employment on the new contract, you will have at least 10 days to accept the offer.

**Complaints:** Any employee(s) or authorized employee representative(s) of the predecessor contractor who believes that he or she is entitled to an offer of employment with the new contractor and who has not received an offer, may file a complaint, within 120 days from the first date of contract performance, with the Branch of Government Contracts Enforcement, Wage and Hour Division, U.S. Department of Labor, Washington, DC 20210. You may file a complaint or seek additional information using the contact information below.



For additional information or to file a complaint:

**202-693-1399**  
**DISPLACED@DOL.GOV**

