

## COMPLAINT STRATEGIES

► For complaints or questions about a federally funded project under the Davis Bacon Act, CALL: U.S. Department of Labor - Madison: 608-441-5221  
Milwaukee: 414-297-3585

► For complaints or questions about working on a State Highway project, CALL: Wisconsin Department of Transportation - Madison: 608-266-6961

► To file a complaint about your pay while working on a municipal or state building project or local street or sewer project, \* CALL: Wisconsin Department of Workforce Development - Construction Wage Standards Section - Madison: 608-266-6861

*\* If DWD concludes that your employer was in compliance with the law, you shall be charged for the investigation.*

## PROTECT YOUR RIGHTS

- Keep the following records:
  - ✓ All your pay stubs
  - ✓ The name & location of the project
  - ✓ The dates & hours you worked, and
  - ✓ The type of work you did on each “white sheet” project.
- Your paycheck and/or pay stub must clearly state the following:
  - ✓ The number of hours worked
  - ✓ The rate of pay, and
  - ✓ The amount of and reason for each deduction from wages due or earned (except for personal and miscellaneous deductions requested by you).
- Your employer may not retaliate against you for providing information for an investigation under the prevailing wage laws. This type of retaliation is subject to penalties under the law.

## HOW DWD ESTABLISHES PREVAILING WAGE RATES

- Every year, DWD conducts a statewide survey of construction contractors’ wage rates.
  - DWD uses this survey data to determine the next year’s prevailing wage rates for all trades in each county.
  - Where possible, DWD includes future prevailing wage rates and effective dates.
  - DWD issues prevailing wage rate determinations on a project-by-project basis.
- Visit our website for specific prevailing wage rate information:  
**[www.dwd.state.wi.us/er/](http://www.dwd.state.wi.us/er/)**  
Programs:  Prevailing Wage

## ► KNOW YOUR RIGHTS ◀ on Public Works Projects



Wisconsin  
Department of Workforce  
Development

ERD-14887-P (N.10/2008)

## WAGE RATES

► Not all public works projects require a prevailing wage rate determination. Total project costs must meet a specific monetary threshold, which is determined each year. For example, in 2008, \$45,000 was the monetary threshold applied to a single trade project and \$221,000 applied to a multiple trade project.

► The prevailing wage rate for a trade consists of an hourly base rate and an hourly fringe benefit rate. Your pay is the combined total hourly amount.

► If you get no fringe benefits, you must be compensated in cash or any combination of cash and bona fide fringe benefits.

► Project owners must post the prevailing wage rates (“White Sheet”) on the project site. If impractical, the rates may be posted at a prominent community site.

► You must be paid at least once every 31 days unless otherwise required in your union contract.

► You may not accept less than the permitted prevailing wage rate *or* “kickback” earned wages to your employer *or* bank hours.

► Your prevailing wage rate depends on your specific duties and not a job title.

► You will not be paid a prevailing wage rate for travel time to and from the jobsite.

► With DWD’s permission, contractors on some projects for some trades might employ subjourney persons at less than the prevailing wage or journeyperson’s rate.

► State or federally approved apprentices can work on public works projects at less than the prevailing wage rate.

► Truck drivers may qualify for prevailing wage rates depending on the material delivered and how it is distributed on the jobsite.

## OVERTIME

► For all hours worked over 40 hours in a week, you must be paid 1½ times your regular pay rate or 1½ times the hourly base rate plus the hourly fringe benefit rate for a public works project.

► If you work more than 10 hours per day (Monday through Friday) on a public works project, you must receive 1½ times the hourly base rate plus the hourly fringe benefit rate for the extra hours.

► If you work on Saturday and/or Sunday or any of the six nationally recognized holidays, you must receive 1½ times the hourly base rate plus the hourly fringe benefit rate for the excess hours.