EMPLOYEE RIGHTS ON GOVERNMENT CONTRACTS

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Employees and applicants shall not be discriminated against because they are doing either of these things.

You are entitled to: 

- Receive equal pay for equal work 
- Take a break when you need one 
- Use the restroom when you need to 
- Get paid at least once a month 
- Get paid on time 
- Get paid at least the minimum wage 
- Get paid overtime when you work more than 40 hours in a week 
- Get paid for work you do after your shift ends and while you are on your employer's premises 
- Get paid for work you do at home if it is for salary 

PAY TRANSPARENCY

PAY TRANSPARENCY NONDISCRIMINATION PROVISION

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NATIONAL LABOR RELATIONS ACT

The NLRA guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity. Employees covered by the NLRA are protected from certain types of employer and union misconduct.

This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA.

Contact the National Labor Relations Board, the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied herein if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to: 

- Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment. 
- Form, join or assist a union. 
- bargain collectively through representatives of employees' choice for a contract with your employer setting your wages, benefits, hours, and other working conditions. 
- Discarn your terms and conditions of employment or union organizing with your co-workers or a union. 
- Take action with one or more co-workers to improve your working conditions, by, among other means, signing work-related complaints directed to your employer or the government agency, and seeking help from a union, strike, and picket, depending on the purpose or means of the strike or the picketing. 
- Choose not to do any of these activities, including joining or remaining a member of a union.

Under the NLRA, it is illegal for your employer to: 

- Prohibit you from soliciting for a union during non-work time, such as before or after work or during break times; or from about union business, provided during non-work time, in non-work areas, such as parking lots or break rooms. 
- Question you about your union support in a manner that discourages you from engaging in that activity. 
- Fire, demote, or transfer you, or reduce your hours or change your shift, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity. 
- Thwart your efforts to choose a union if you choose to represent them. 
- Promise or grant promotions, pay raises, or other benefits, to discourage or encourage union support. 
- Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace except under special circumstances. 
- Spy on or videotape union activities and meetings, or pretend to do so. 

Illegal conduct will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the NLRA promptly to protect your rights, generally within six months of the unlawful activity. You may inquire about possible violations without your employer or anyone else being informed of the inquiry. Charges may be filed by any person and need not be filed by any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the SCA.

If you believe that you have experienced discrimination contact: DOL - 1-877-889-5627 (www.dol.gov)

WAGE AND HOUR DIVISION

The Wage and Hour Division enforces the NLRA and other laws that address unfair labor practices, including the Fair Labor Standards Act, which establish a minimum federal wage, overtime pay requirements, and child labor prohibitions. These and other laws also address equal pay, occupational safety and health, and workplace protections.

To file a complaint or to obtain more information, contact the Wage and Hour Division at 1-866-494-7488 or 1-920-662-1999 (TDD). You may also file a complaint online at www.dol.gov/whd.

EQUAL OPPORTUNITY IN CONTRACTS

The contractor will not discriminate against any worker in employment because of the worker's race, color, religion, sex, national origin, sexual orientation, gender identity, or in furtherance of any activity protected by any law.

This is an official Government Notice and must be posted by any contractor or subcontractor on orders for Federal work exceeding $2,500.

U.S. Department of Labor