

IMPORTANT TELEPHONE NUMBERS

Mn/DOT Labor Compliance Unit (LCU)

(651) 366-4204

(800) 657-3774

Mn/DOT EEO Office

(651) 366-3073

(800) 657-3774

MN DEED (Unemployment Insurance)

(651) 296-3644

(877) 898-9090

MN Dept. of Human Rights

(651) 296-5663

(800) 657-3704

MN Dept. of Labor & Industry (DOLI)

(651) 284-5005

(800) 342-5354

DOLI – Apprenticeship Division

(651) 284-5090

(800) 342-5354

DOLI – OSHA Division

(651) 284-5050

(800) 470-6742

DOLI – Workers Compensation Unit

(651) 284-5018

(800) 342-5354

U.S. Department of Labor

(612) 370-3371

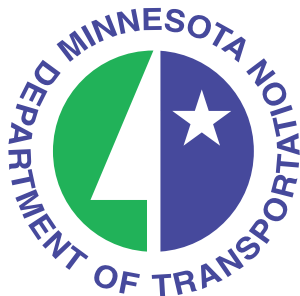
(866) 487-2365

(866) 444-3272 (Fringe Benefits)

Compliments Of

**MN/DOT
OFFICE OF CONSTRUCTION
AND
INNOVATIVE CONTRACTING
MAIL STOP 650
395 JOHN IRELAND BLVD.
SAINT PAUL, MN 55155
(651) 366-4204**

To request this document in an alternative format, call 651-366-4718 or 1-800-657-3774 (Greater Minnesota); 711 or 1-800-627-3529 (Minnesota Relay). You may also send an e-mail to ADArequest.dot@state.mn.us. (Please request at least one week in advance).



An Equal Opportunity Employer

All inquiries to the LCU on your rights under state and federal regulations shall be kept confidential.

If a worker suspects that he/she has been underpaid or has additional Prevailing Wage questions, contact:

**Mn/DOT
Labor Compliance Unit
(651) 366-4204**

**Employee
Prevailing Wage
Right-to-Know Card**

This publication provides a brief overview of federal and state prevailing wage regulations and other applicable labor laws; It's intended for informational purposes only. For complete information contact the Labor Compliance Unit.

www.dot.state.mn.us/const/labor/

- 1) Workers must be classified and compensated for the actual work performed regardless of the workers' skill level.
- 2) The prevailing wage rate consists of two components: hourly basic rate and fringe benefit rate; together they equal the total prevailing wage rate. Workers shall be compensated at a minimum, a combination of cash and fringe benefits equaling the total prevailing wage rate for all hours worked on the project.
- 3) Workers required to work in excess of 8 hours per day or 40 hours per week shall be compensated at a rate of 1.5 times the basic hourly rate plus fringe benefits as determined by the federal and/or state government.
- 4) Workers shall be paid weekly on federal aid projects and shall receive a detailed earnings statement.
- 5) Federal and/or state prevailing wage rates shall be posted on the project site. If the rates are not available, contact the project engineer or Labor Compliance Unit (LCU).
- 6) Credit toward the total prevailing wage rate for bona-fide fringe benefits shall be determined for each worker. Allowable benefits may include but are not limited to the following programs: health insurance, pension plans, holiday, vacation and sick plans.
- 7) Workers must be notified in writing of any fringe benefits contributed on their behalf. Workers must be entitled to receive the benefit once all eligibility requirements have been met.
- 8) Workers that do not receive fringe benefits shall be compensated at the total prevailing wage rate for all hours worked on the project.
- 9) A contractor cannot take deductions from wages for loss, theft, damage, or other indebtedness without the worker's written permission.
- 10) If you are charged for travel, mileage, lodging or subsistence pay while working on public works projects, please contact the LCU.
- 11) An apprentice is not subject to the federal and/or state prevailing wage requirements provided the apprentice is: registered with the federal and/or state Department of Labor, performing the work of his/her trade and working on the project within the proper ratio guidelines specified in the contractor's apprenticeship agreement.
- 12) Workers involved in the processing, manufacturing or delivery of materials to a project are subject to the prevailing wage requirements. However, exemptions may apply.
- 13) To ensure proper labor classification and compensation, it's recommended that the worker complete a time card daily. The timecard shall include the start and end time, along with the total hours worked in each job classification and a description of the work performed. Workers should consider keeping a daily work journal.
- 14) Pursuant with Minn. Stat. 177.27, Subd. 8, an employee may bring a civil action against their Employer for failure to comply with the requirements under the State Prevailing Wage Law.