

# DIVISION OF LOCAL ASSISTANCE



## **CALTRANS OVERSIGHT INFORMATION NOTICE**



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DLA COIN Issue #12-01

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### **Welcome to the COIN!**

*This is a Caltrans Oversight Information Notice, or “COIN” for short. These short, single-topic bulletins are intended to provide outreach information and guidance to local agencies on issues pertaining to Federal-aid projects. They cover a wide variety of subjects, including discussions of findings resulting from process reviews by Caltrans and/or FHWA, changes in procedures or regulations, reminders of existing procedures or best practices, and other timely information. The goal is to ensure proper and timely delivery of Federal-aid projects.*

### **TOPIC: Poster Requirements on Federally-Funded Construction Projects**

As most local agencies have experienced, making certain that all required California and Federal posters are posted on a federally-funded construction project is not an easy task, and not always fully accomplished. One tool that is available to make this task easier for local agencies is the Caltrans Division of Construction website that lists the following required posters:

- Labor Compliance Posters required on all projects
- Other Posters required on all projects
- Posters required on all federally funded projects
- Posters required on American Recovery and Reinvestment (ARRA) projects
- Additional Posters required by FHWA

The address of this Caltrans Division of Construction website is:

<http://www.dot.ca.gov/hq/construc/LaborCompliance/posters.htm>

Though not posters, but included in the listing above, are the Federal (Davis-Bacon) wage rates and the California State prevailing wage rates, which are applicable to the specific contract, and also to be posted at the job site.

The lists presently at the above website are attached for your information; however the website should be checked periodically for updates and changes. In addition to the required posters, the website provides links to a number of other governmental agencies should you have a need to contact them.

CALTRANS DIVISION OF  
**CONSTRUCTION** 

[Caltrans](#) > [Business](#) > [Construction](#) > [Labor Compliance](#) > **Labor Compliance Posters**



### LABOR COMPLIANCE POSTERS

In California, all employers are **required to post** the Department of Fair Employment and Housing's poster "Discrimination and Harassment in Employment are Prohibited by Law" (DFEH-162/DFEH-162S) and the Department of Industrial Relations' poster "Payday Notice" (DSLE 8).

To obtain a free copy of the poster "Discrimination and Harassment in Employment are Prohibited by Law" or other publications go to this [Department of Fair Employment and Housing's website](#) for details.

#### Posters required to be posted on all projects

- [Notice of Labor Compliance Program Approval – English \[pdf\]](#) English
- [Notificación Sobre La Aprobación Del Programa Para El Cumplimiento De La Ley Laboral – Spanish/Espanol \[pdf\]](#) Spanish/Espanol
- [DFEH 162 - Discrimination and Harassment in Employment are Prohibited by Law - English \[pdf\]](#) English
- [DFEH 162S - La ley Prohíbe la Discriminación y el Acoso en el Empleo – Spanish/Espanol \[pdf\]](#) Spanish/Espanol
- [DSLE 8 - Payday Notice \[pdf\]](#)

#### Posters required to be posted on all Federally funded projects

- [WH Publication 1321 - Davis-Bacon Act Poster \(Notice to All Workers Working on Federally Financed Construction Projects\) \[pdf\]](#) English
- [WH Publication 1321 - Aviso Para Todos Los Empleados \(Que trabajan en construcción federal o en proyectos de construcción financiados por el gobierno federal \[pdf\]](#) Spanish
- [FHWA-1495 - Wage Rate Information Federal-Aid Highway Project - English \[pdf\]](#)
- [FHWA-1495A – Información Sobre Escalas De Salarios Proyecto De Carretera Con Ayuda Federal – Spanish/Espanol \[pdf\]](#)
- [EEOC-P/E-1 - Equal Employment Opportunity is THE LAW \(Revised 11/09\) \[pdf\]](#)
- [EEOC-P/E-1 - La Igualdad de Oportunidades en el Empleo es LA LEY – Spanish/Espanol \(Revisado 11/09\) \[pdf\]](#)
- [FHWA-1022 – False Statement Notice \[pdf\]](#)
- [OSHA 3165 - Job Safety and Health - Its the law! \[pdf\]](#)
- [OSHA 3167 - Seguridad y Salud en el Trabajo – ¡Es la Ley! \[pdf\]](#)

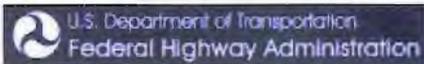
#### Posters required for American Recovery and Reinvestment (ARRA) projects

- [ARRA - Whistleblower Poster](#)

#### Additional Posters Required by FHWA

- [FHWA Job Site Posters](#)

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# Construction

[Quality](#) | [Management & Coordination](#) | [Details](#) | [Safety](#) | [Materials](#) | [Contract Administration](#)

[FHWA](#) > [Engineering](#) > [Construction](#) > [Contract Admin](#) > [Job Site Posters](#)

## Job Site Posters

### Job Site Posters

Required US Department of Labor posters are available on the USDOL website at <http://www.dol.gov/compliance/topics/posters.htm>. FHWA posters are available at <http://www.fhwa.dot.gov/programadmin/contracts/coretoc.cfm>. The revision dates shown in this listing were current as of April 20, 2010.

<a href="#">EEOC-P/E-1 (Revised 11/09)</a>	Equal Employment Opportunity IS THE LAW	Required by Executive Order 11246, as amended; Section 503 of the Rehabilitation Act of 1973, as amended; 38 U.S.C. 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; 41 CFR Chapter 60-I .42; 41 CFR 60-250.4 (k); 41 CFR 60-74 1.5(a); and FHWA-1273, §II(3)(d). Available at USDOL website in English, Spanish, and Chinese, by telephone at 1-866-487-2365, or by email at <a href="mailto:OFCCP-Public@dol.gov">OFCCP-Public@dol.gov</a> .
	Contractor's EEO policy statement	Required by 41 CFR 60-741.44 through FHWA-1273, §II(1)(b).
	Letter appointing contractor's EEO officer for project	Required by 41 CFR 60-741.44 through FHWA-1273, §II(1)(b).
<a href="#">FHWA-1022 (Rev 8-98)</a>	NOTICE Federal-Aid Project	False statements notice Required by 18 CFR 1020 and 23 CFR 635.119 Available on FHWA website.
<a href="#">FHWA-1495 (9-81)</a>	Wage Rate Information Federal-Aid Highway Project	May be substituted for WH-1321 per FHWA-1273, §IV(1)(a). Available on FHWA website.
<a href="#">WH 1321 (Revised April 2009)</a>	Employee Rights Under the Davis-Bacon Act	Davis-Bacon wage rate poster Required by 29 CFR 5.5(a)(1) and FHWA-1273, §IV(1)(a)  Enforcement by STA and/or USDOL. Available at USDOL website, by telephone at 1-866-487-9243, or by <a href="#">email</a> .
	Actual wage rates	Required by both FHWA-1495 and WH-1321.
<a href="#">OSHA 3165 Revised 12-2006</a>	Job Safety and Health IT'S THE LAW	Required by 29 USC 657(c), 29 CFR 1903.2 through FHWA-1273, §VIII(1). Enforcement through OSHA. Available at USDOL website in English and Spanish, by telephone at 1-800-321-6742, or by <a href="#">email</a> .

### Related Information

- [Every Day Counts](#)

### Contact

**Julie Trunk**  
Office of Program Administration  
202-366-4639  
[E-mail Julie](#)

	Emergency phone numbers	Required by 29 CFR 1926.50(f) through FHWA-1273, §VIII(1) except on areas with 911 for emergencies
<a href="#">WHD Publication 1088 (Revised July 2009)</a>	Employee Rights Under the Fair Labor Standards Act	<p>Needed on projects where Davis-Bacon rates do not apply per 29 USC 211, 29 CFR 516.4 posting of notices.</p> <p>Enforcement by USDOL.</p> <p>Available at USDOL website in English and Spanish, by telephone at 1-866-487-9243, or by <a href="#">email</a>.</p>
<a href="#">WHD Publication 1420 Revised January 2009</a>	Employee Rights And Responsibilities Under The Family And Medical Leave Act	<p>Required by 29 CFR 825.300 and 825.400 for employers of more than 50 people. Enforcement by USDOL.</p> <p>Available at USDOL website in English and Spanish, by telephone at 1-866-487-9243, or by <a href="#">email</a>.</p>
<a href="#">WH Publication 1462 June 2003.</a>	NOTICE Employee Polygraph Protection Act	<p>Required by @9 CFR 801.6. Enforcement by USDOL.</p> <p>Available at USDOL website in English and Spanish, by telephone at 1-866-487-9243, or by <a href="#">email</a>.</p>
	Water quality related information (Example: NPDES Notice of Intent)	Project specific. Need to check with the agency administering the NPDES program in the project area for posting requirements. Enforcement by that agency.
<a href="#">Whistleblower Protection</a>  **ARRA PROJECTS ONLY**	Whistleblowers Know Your Rights	Required by Section 1553 of Division A, Title XV of the American Recovery and Reinvestment Act of 2009, P.L. 111-5; provides protections for certain individuals who make specified disclosures relating to Recovery Act funds. Available at USDOT, Office of Inspector General website.

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United States Department of Transportation - Federal Highway Administration