

DAVIS-BACON: ONE-PAGE GUIDE FOR CONTRACTORS

What Are “Little Davis-Bacon Acts”?

Some states have their own prevailing wage requirements. When performing work in these states, be sure to familiarize yourself with state (or any local) prevailing wage requirements and determine if you need to comply with any additional regulations.

- Alaska
- California
- Colorado
- Connecticut
- Delaware
- DC
- Hawaii
- Illinois
- Maine
- Maryland
- Massachusetts
- Minnesota
- Missouri
- Montana
- Nevada
- New Jersey
- New Mexico
- New York
- Ohio
- Oregon
- Pennsylvania
- Rhode Island
- Tennessee
- Texas
- Vermont
- Virginia
- Washington
- Wyoming

What Is a Certified Payroll Report (CPR)?

hours worked. On DBA projects, the form suggested is WH-347.

It's an official document with worker information, type of work performed, wages, benefits, and



You must ensure that all workers, including employees of your subs, are being paid prevailing wages



You must collect and review CPRs from your subs and submit them to the agency overseeing the project



You are responsible for the compliance of your subs (including the subs of your subs)



You have to make sure workers receive overtime pay after 40 hours in a week (versus daily hours worked, which is required in some states)



You have to make sure that all workers are being paid on a weekly basis (versus every 2 weeks according to some state requirements)

What Are My Responsibilities as the Prime Contractor on a DBA Project?

It's a United States federal law established in 1931 that mandates the payment of local prevailing wages on public works projects.



This means any time there is construction, alteration, or repair work done on public buildings or public works—like bridges, roads, or highways—DBA requirements apply.

What Is the Davis-Bacon Act (DBA)?

How Do I Know if My Project Is Covered by DBA?



- The primary contract is \$2,000 or more
- You are contracting directly with the federal government
- Your project is funded by a federal grant, loan, or loan guarantee

Where Can I Find Prevailing Wage Rates?



You can find prevailing wages on wage determinations, and these can be found on the government website:

<https://beta.sam.gov>.

What Are the Penalties for Non-Compliance?



Depending on the severity, you can get hit with potential penalties, like:

- Fines
- Contract termination
- Debarment (up to 3 years)
- Withholding of payments
- Civil or criminal prosecution (up to imprisonment)