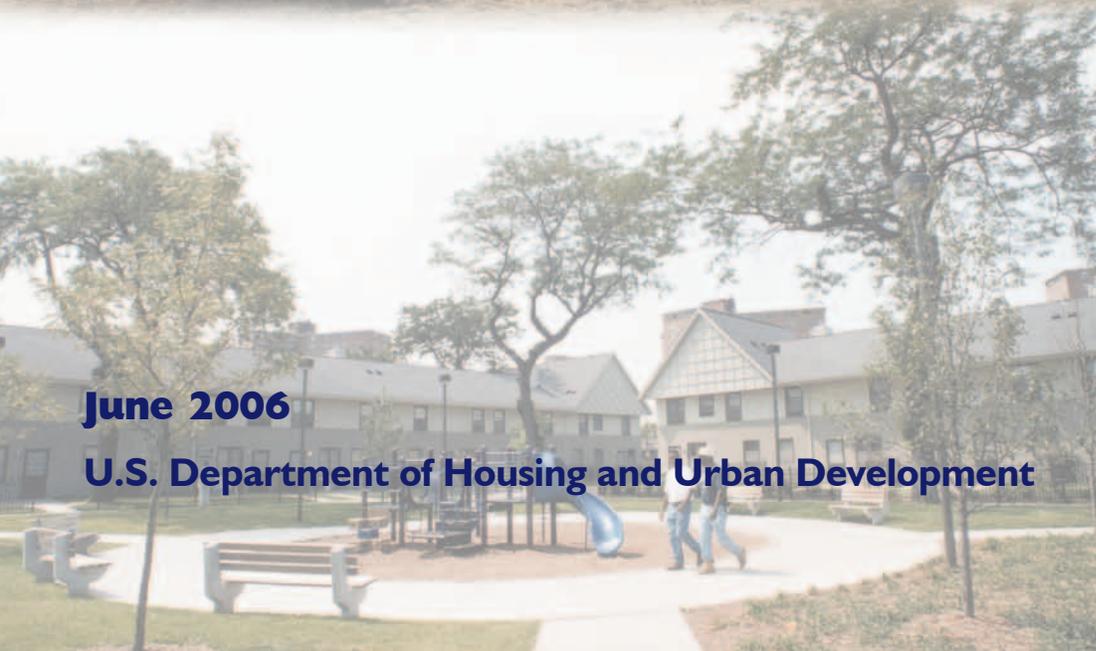
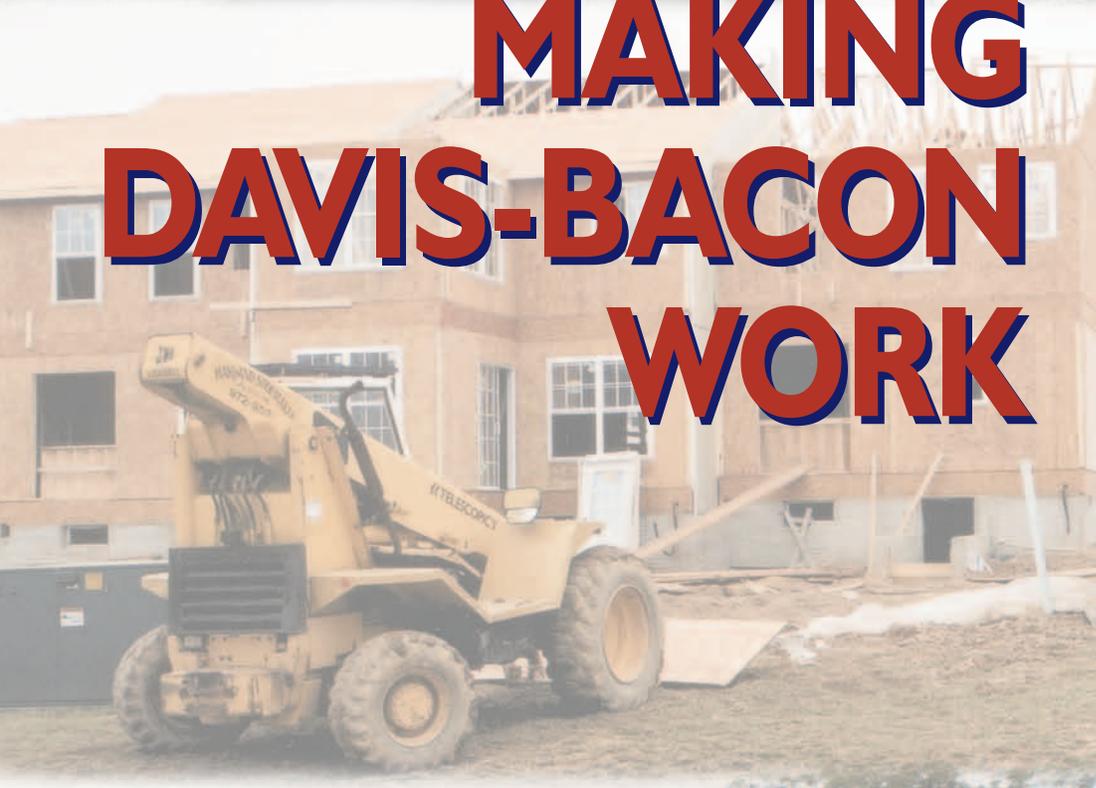




*A Practical
Guide
for States,
Indian Tribes
and
Local Agencies*

MAKING DAVIS-BACON WORK



June 2006

U.S. Department of Housing and Urban Development



MAKING DAVIS-BACON WORK

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Streamlining Davis-Bacon

HUD's Streamlining Davis-Bacon Initiative took shape following a comprehensive review and analysis of the paperwork, processes, and procedures which had evolved over time both at the HUD level as well as among the almost 4,800 State and local agencies to which HUD has delegated day-to-day labor standards administration and enforcement responsibilities. Our review objectives were simple. We wanted to define exactly what HUD and its client agencies were doing to protect the statutory rights of construction workers to be paid prevailing wage rates. Second, with that information and feedback, we wanted to implement improved performance and accountability measures by making systemic changes aimed at achieving more focused and effective and efficient use of scarce resources.

What we found...

What we found in our review was no surprise. There were widely divergent approaches, redundant processes, and a multitude of forms and paperwork requirements. Basically, we found a law enforcement system which had become encrusted with layers upon layers of requirements but which had lost a clear sight of its purpose. Rather than a responsive, accountable, and dynamic law enforcement system, there had developed a ponderous, static, and too often arbitrary bureaucracy. We had to take action.

What we did...

First, we identified and redefined our primary labor standards objectives and identified who is/are responsible for their implementation. Second, we stripped away unnecessary procedures, policies, and paperwork which did not measurably contribute to those objectives. Finally, we initiated a marketing and implementation campaign communicating our new approach to workers' rights protection which we call *Streamlining Davis-Bacon*. This Guide has been developed as part of our communications strategy and describes in detail what Streamlining Davis-Bacon means to you in practical terms. It will help you develop organizational and administrative approaches which best work for you while still enabling you to meet your labor standards contractual responsibilities in the administration of HUD-assisted programs as efficiently as possible. It will also be useful to you as a training tool and ready reference for compliance staff.

Whom to contact...

The HUD Labor Relations Field staff is your support team available to provide training and technical assistance in the administration of HUD programs subject to Federal labor standards provisions. Please call upon the HUD Labor Relations Field staff for your jurisdiction at any time. Also, please visit the Office of Labor Relations at the **HUD Home Page** on the World Wide Web. At this site you will have ready access to publications, forms, the latest policy letters, and related links which will help you administer labor standards. Most of the publications and forms referenced in this Guide are available in the HUD Labor Relations Library at:

www.hud.gov/offices/olr

You can also obtain additional copies of this Guide and other publications by telephone from HUD's Customer Service Center at (800) 767-7468.



The Basics

As part of our continuing efforts to maximize the effectiveness of our labor standards program, the Office of Labor Relations took a bold but measured look at our overall mission and what we and our client agencies were doing on a day-to-day basis to carry it out. We identified five **Key Labor Standards Objectives** – the basics of what it is that we must accomplish in order to protect workers' rights. We also identified all of the policies, procedures and paperwork at our disposal – what we do ourselves and what we impose on contractors. Under Streamlining, we eliminated those policies, procedures and paperwork requirements that were not statutory or regulatory and that did not contribute to one or more of the Key Objectives.

Key Labor Standards Objectives

- I. Apply Davis-Bacon requirements properly.** Make certain that labor standards, including Davis-Bacon prevailing wage rates, are applied where required. Ensure that any exemptions or exceptions are identified.
- II. Through education and advice, support contractor compliance with labor standards.** Provide basic training and technical support to contractors to ensure that they understand their obligations under prevailing wage and reporting requirements.
- III. Monitor contractor performance.** Perform reviews of certified payroll submissions and other information to help ensure contractor compliance with labor standards provisions and the payment of prevailing wages to workers.
- IV. Investigate probable violations and complaints of underpayment.** Thoroughly explore any evidence of violations, especially allegations of underpayment.
- V. Pursue debarment and other available sanctions against repeat labor standards violators.** Carry-out a no-tolerance policy toward contractors who violate prevailing wage laws.

Local Agency Responsibilities for Davis-Bacon Labor Standards

Local contracting agencies (LCAs) that administer HUD programs agree to administer and enforce Davis-Bacon requirements as a condition for receiving HUD program assistance. LCAs have the following responsibilities:

- 1. Designate appropriate staff** (*aka Contract Administrator*) before the start of construction to ensure compliance with all applicable labor standards requirements and to act for and in liaison with HUD. Provide the name(s) of the staff to the appropriate HUD Labor Relations Field staff.
- 2. Establish a construction contract management system** which meets the standards of Part 85 (24 CFR – HUD regulations), Administrative Requirements for Grants and Cooperative Agreements to State, Local and Federally Recognized Indian Tribal Governments.



3. **Ensure that all bid documents, contracts and subcontracts for Davis-Bacon covered work contain Federal labor standards provisions and the applicable Davis-Bacon wage decision.**
4. **Ensure that no contract is awarded to a contractor that is ineligible** (e.g., debarred) for Federally-assisted work.
5. **Conduct on-site inspections including interviews with laborers and mechanics** employed on the construction project. Ensure that the applicable Davis-Bacon wage decision and the Department of Labor’s “Notice to All Employees” are posted at the job site.
6. **Review certified payroll reports and related documentation.** Identify any discrepancies and/or violations. Ensure any needed corrections are made promptly.
7. **Maintain full documentation** of Federal labor standards administration and enforcement activities.
8. **Refer potential criminal or complex investigations to HUD**, in addition to Contract Work Hours and Safety Standards Act (CWHSSA) liquidated damages assessments for overtime violations and debarment recommendations.
9. **Comply with all HUD requirements** concerning special statutory, program and/or other requirements.
10. **Prepare Federal labor standards enforcement reports** as required in Department of Labor (DOL) regulations (29 CFR, Part 5, §5.7).

What Local Agencies Need to Carry Out These Responsibilities

In addition to basic knowledge about labor standards administration and enforcement, LCAs need basic reference and guidance materials. Many of these materials are available on-line. A complete list of website addresses referenced in this Guide is provided in the Appendix (Page 13). Also, the HUD Labor Relations Field Staff can assist you in obtaining hard copies of any materials offered in the Labor Relations Library on the HUD Homepage.

Labor Relations Reference and Guidance Materials

- **Specific Davis-Bacon Related Act (statute)** for the program involved. The clauses containing the Davis-Bacon labor standards provisions for each HUD program are key to making proper decisions concerning applicability. Determining whether Davis-Bacon wage rates are applicable in specific cases may be the most difficult task that LCAs face on a day-to-day basis. Excerpts from the HUD Related Acts – the labor standards provisions – may be found in the Appendix (Exhibit 1) to this Guide. In addition, you’ll find summary treatments explaining the factors of applicability (how the language of the labor standards clauses is interpreted and applied in real situations) for CDBG, HOME, Public Housing, Indian Housing, and Hawaiian Homelands programs (Exhibit 2).

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- **HUD Regulations: 24 CFR;** Relevant Parts for the program involved. Many times the regulations will contain further information about Davis-Bacon aspects of the program. HUD regulations are available on-line at: www.access.gpo.gov/nara/cfr/cfr-table-search.html
- **DOL Regulations: 29 CFR;** Parts 1, 3, 5, 6 & 7. These regulations contain policy guidance and instructions for all agencies, including local contracting agencies, in the administration and enforcement of Davis-Bacon wage and reporting requirements. These DOL regulations are available on-line at the DOL homepage at: www.dol.gov/dol/allcfr/Title_29/toc.htm
- **Labor Relations Letters.** This is a special directives series designed to provide current and thorough guidance on Davis-Bacon issues in HUD programs. Popular topics include Davis-Bacon applicability under HOME, and prevailing wage requirements concerning self-employed laborers and mechanics. Labor Relations Letters are available on-line at the HUD Labor Relations Library.
- **Labor Relations Desk Guides.** These Guides such as this Practical Guide, provide basic information, instructions, advice and assistance concerning prevailing wage requirements in HUD programs. HUD also offers a Contractor's Guide – an easy to use resource that explains Davis-Bacon wage and reporting requirements and what contractors must do to comply with these requirements. These Guides are available on-line at the HUD Labor Relations Library and in hard copy through the HUD Customer Service Center (see page 1) or through your HUD Labor Relations Field staff.
- **On the Mark! Series.** Also available at the Labor Relations Library, this series contains simple, one-page suggestions containing time-saving tips to improve efficiency and effectiveness including new technologies and services available through the Internet.

The Basic Elements – Labor Standards Administration and Enforcement

Labor Standards Administration

Involves the activities that take place primarily before construction begins. Administration sets the stage for the enforcement activities that occur during the construction phase.

- I. **Determine Davis-Bacon applicability.** The first and sometimes most difficult step is determining whether and to what extent Davis-Bacon wage standards apply to a particular contract or project. The Factors of Applicability (in the Appendix) should be helpful. Most HUD-assisted construction work is covered by Davis-Bacon but there are some exceptions. The best and safest approach is whenever the contract/project involves construction work that is valued in excess of \$2,000 to assume that Davis-Bacon rates will be applicable and then look more closely to see if there's any reason for non-coverage.



Assuming that a determination has been made that Davis-Bacon wage rates are applicable:

2. **Prepare the bid documents/contract.** The contract for construction is the vehicle to ensure contractor compliance and Davis-Bacon wage enforcement. Therefore, the bid specifications and/or the contract for each project subject to Davis-Bacon wage rates must contain both a Davis-Bacon wage decision and its own labor standards clauses. These are often bound into the contract specifications.
 - a. **Davis-Bacon Wage Decisions.** The Davis-Bacon wage decision is a listing of various construction work job classifications (such as Carpenter, Electrician, Plumber, Laborer, etc.) and the minimum wage rates (and fringe benefits, where prevailing) that people performing work in those classifications must be paid. Davis-Bacon wage decisions are available on-line at no cost at: www.wdol.gov (See *On the Mark!* OTM #8 (10/2005) for more information about this on-line service.) You can also contact the HUD Labor Relations staff for assistance and/or for a copy of a Davis-Bacon wage decision.
 - b. **The labor standards clauses.** The labor standards clauses obligate the contractor to comply with Davis-Bacon wage and reporting requirements and provide for remedies and sanctions should violations occur. HUD has standard forms that contain the labor standards clauses appropriate for different programs: the HUD-4010, Federal Labor Standards Provisions, for CDBG and HOME; and the HUD-5370 for Public and Indian housing. These forms are available on-line at: www.hudclips.org/cgi/index.cgi
3. **Verify contractor eligibility.** Once you have selected the contractor to whom you want to award the contract, you must verify that the contractor is not ineligible (e.g., debarred) from participation in Federal programs. You only need to verify the eligibility of the prime contractor. The U.S. General Services Administration maintains a list of debarred contractors which can be accessed on-line at: <http://epls.arnet.gov> (See *On the Mark!* OTM #6 (6/97) for more information about on-line verification.)
4. **Provide contractor training.** Make certain the contractor understands its responsibilities for Davis-Bacon compliance: The principal contractor (also referred to as the **prime** or **general contractor**) is responsible for the full compliance of all employers (the contractor, subcontractors and any lower-tier subcontractors) with the labor standards provisions applicable to the project. HUD has published a ***Contractor's Guide to Prevailing Wage Requirements for Federally-Assisted Construction Projects*** for this purpose which provides basic information and instructions to contractors concerning Davis-Bacon wage and reporting requirements. Hard copies of the Guide are available from the HUD Labor Relations Field Staff. In addition, the Guide is available in a download-able PDF file at the HUD Labor Relations Library.

You may also wish to provide formal training separate from the contracting process for contractors who are interested in performing work on your HUD-assisted contracts and want to learn more about what is involved.

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Labor Standards Enforcement

Involves the activities that take place during construction to ensure contractor compliance.

1. **Posting the wage decision and Notice to All Employees.** The contractor is required to display on the job site a copy of the applicable Davis-Bacon wage decision and the form WH-1321, *Notice to All Employees*. The purpose of this posting is to provide information to the construction laborers and mechanics working on the project about their entitlement to the prevailing wage rate for their trade and to inform them of whom to contact (the contract administrator) if they have any questions or want to file a complaint.
 - a. **Project Wage Rate Sheet (HUD-4720).** Many wage decisions are multi-paged and cover several counties and/or more than one type of construction. To make this vital information easier to read and understand, contract administrators can offer a Project Wage Rate Sheet (HUD-4720) – a one-page listing of only the wage rates applicable to the specific project involved – for posting on the job site. A blank copy of the Project Wage Rate Sheet is in the Appendix. In addition, this form is available in an on-screen fillable format at HUDClips and the Office of Labor Relations website.
 - b. **Notice to All Employees.** The Notice to All Employees form is available on-line at HUDClips (www.hudclips.org/cgi/index.cgi).
2. **Conduct on-site interviews with laborers and mechanics.** The contract administrator or a designee (such as an agency construction inspector) must periodically conduct interviews with the construction workers on the job site. The purpose of the interviews is to capture observations of the work being performed and to get the workers' views on the hours they work, the type work they perform and the wages they receive. Information gathered during the interviews is recorded on form HUD-11, Record of Employee Interview. The HUD-11's are compared to the corresponding contractor and subcontractor certified payrolls to test and verify the accuracy of the payroll information. HUD-11 forms are available on-line in a fillable format in HUDClips (see website list in the Appendix).
3. **Review contractor and subcontractor certified payroll reports.** In addition to comparing HUD-11's to the certified payroll reports, the contract administrator reviews the payroll reports generally to ensure that all laborers and mechanics are being paid no less than the wage rates contained on the applicable Davis-Bacon wage decision for the type of work they perform. Contract administrators should be particularly alert for indications of payroll falsification – misinformation on payrolls to conceal underpayments. Falsification on payrolls indicates an employer (contractor or subcontractor) is aware of its obligations, is knowingly underpaying their employees and is attempting to avoid detection of the violations.
 - a. **Discrepancies and/or underpayments on the payrolls.** Some underpayments and other errors can appear on the face of the payroll (i.e., do not involve falsification). In these cases, the contract



administrator contacts the employer and/or the prime contractor and provides instructions as to what steps should be taken to correct the payroll and to pay any back wages that may be due to the affected workers.

b. Indications of falsification on payrolls. Information reported on payrolls that indicates falsification suggests much more serious violations in terms of the amount of back wages that may be due and the number of employees affected. Such cases most often warrant investigation which can include on-site interviews with the workers, mailing questionnaires to employees, taking written statements or complaints, and other methods to gather and assess the facts of the case. In addition to the HUD-11, Record of Employee Interview, HUD has developed a questionnaire form (HUD-4730) and a complaint intake form (HUD-4731) for HUD and State and local agency use. The forms are available in on-screen fillable formats at HUDClips and the Office of Labor Relations web site. HUD has prepared a list and explanation of four common falsification indicators that are easy to detect during payroll “spot-checks.” See Exhibit 3 in the Appendix at the back of this Guide.

- 4. Investigate probable violations and complaints of underpayment.** Contract administrators must investigate probable violations – particularly those involving falsification of payrolls and complaints alleging underpayments.
- 5. Recommend debarment against repeat violators.** HUD has implemented a no-tolerance policy against contractors who repeat violations of Davis-Bacon labor standards. The first time an employer is found in violation, the employer is required to pay full restitution to all affected workers and to pay any CWHSSA liquidated damages (for overtime violations) which may be assessed. In addition, the employer must provide a written assurance of future compliance. If the employer promptly completes these corrective actions, HUD will not object if the LCA *does not* recommend debarment against the employer unless there are extenuating circumstances which warrant debarment. If the employer is found in violation again, the LCA must require full correction of any underpayments and payment of CWHSSA liquidated damages computed **and** a debarment recommendation made by the LCA against the employer is expected.
- 6. Prepare and submit enforcement reports.** In accordance with DOL regulations (29 CFR, Part 5, §5.7), the contract administrator must prepare enforcement reports on any case where an employer (contractor or subcontractor) has underpaid its employees by \$1,000 or more or where there is reason to believe the violations are aggravated or willful; and semi-annually concerning all Davis-Bacon labor standards administration and enforcement activities involving all Federal agencies and programs.
 - a. Employer-based enforcement reports.** These enforcement reports are used for three general purposes. First, to report to the Secretary of Labor on Davis-Bacon enforcement actions successfully completed in the field by all Federal and local agencies. Secondly, we use an enforcement report to refer to the Wage and Hour Administrator investigative findings which are in dispute (e.g., where the employer contests findings of underpayment made against it and requests a hearing to appeal the findings). Third, we use an enforcement report to make recommendations for debarment and other

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sanctions and for recommendations concerning liquidated damages computed for CWHSSA overtime violations. (See *Labor Relations Letter LR-92-02* for additional guidance concerning employer-based enforcement reports.)

- b. Semi-annual Enforcement Reports.** All Federal agencies and LCAs administering programs covered by Davis-Bacon wage requirements must report to DOL on all covered contracts awarded, and on all enforcement actions taken each six months. HUD collects the reports from its client agencies and compiles a comprehensive report to DOL covering all HUD-assisted Davis-Bacon construction activity. A copy of the Semi-Annual Report form (HUD-4710) and instructions (HUD-4710i) for LCAs are included in the Appendix and are available on HUDClips and the Office of Labor Relations web site. The report may be completed on-screen, saved and attached to an email message for submission purposes.

Ten Steps to Streamlining Davis-Bacon – What and Why

You may have already noticed in the discussions above some of the streamlining measures HUD has put in place. These measures are described in more detail here:

1. LCAs do not have to obtain wage decisions from HUD.

Prior practice: Previously, LCAs were required to obtain a Davis-Bacon wage decision for each contract/project from HUD Labor Relations and were required to submit a form (SF-308, Request for Wage Determination) in order to make the request.

Streamlined: HUD now allows LCAs to obtain Davis-Bacon wage decisions from any source available to them. For example, LCAs can obtain wage decisions on-line at the WDOL web site. Or the LCA can use a copy of the wage decision they already may have on file (provided the copy is still current). LCAs that wish to continue obtaining wage decisions from HUD can make the request by telephone, fax, mail or email. HUD can send the applicable wage decision back to the LCA by any of these means also. LCAs can obtain wage decisions immediately from the WDOL web site and, in most cases, depending on the form of delivery requested by the LCA (e.g., email) LCAs should be able to obtain wage decisions from HUD within 24 hours or less.

2. Preconstruction Conferences for labor standards purposes are optional.

Prior practice: LCAs were required to hold a preconstruction conference (PCC) for each contract/project. During the PCC, the labor standards applicable to the project were described in detail. A copy of an attendance roster and complete minutes of the PCC were required in the contract file.

Streamlined: HUD acknowledges that there are many good reasons to hold a PCC such as discussing construction inspections, progress and contractor payment requirements, Section 3 employment and training and other issues particular to the project. However, HUD has determined that the time and resources used to conduct and document PCCs for labor standards purposes have not yielded measurably better results.

Many contractors have prior Davis-Bacon contract experience and



have demonstrated successful performance. These contractors don't require the repetitive basic training such as provided in most PCC presentations. Basic training for contractors new to Davis-Bacon projects can be provided more efficiently through printed guidelines such as HUD's *Contractor's Guide to Prevailing Wage Requirements for Federally-Assisted Construction Projects*. Contractors who intend to comply can become familiarized with the fundamentals through the Guide and contact the contract administrator concerning any questions specific to the project. Contractors who understand the requirements and who may choose not to comply will in all likelihood not be persuaded to full compliance with a PCC labor standards presentation.

3. Project Wage Rate Sheets are offered for Davis-Bacon projects.

Prior practice: HUD considered Davis-Bacon wage decisions inviolate and strongly discouraged any efforts to simplify or translate for any reason the content of a wage decision. As discussed earlier in this Guide, many Davis-Bacon wage decisions are lengthy and can cover several counties and/or types of construction work. In other words, not all of the information contained in a Davis-Bacon wage decision is relevant to the specific project to which it applies. HUD required LCAs to utilize the complete text of wage decisions at all times even though the wage decision frequently contained many pages of irrelevant information.

Streamlined: Besides being in the construction contract to obligate the compliance of the prime contractor and any subcontractors (where HUD still recommends use of the full wage decision text in most cases), there are three important uses for the applicable Davis-Bacon wage decision. One is for the contractor's and any subcontractors' understanding about the specific wage rates that must be paid. The second is for posting at the job site so that the laborers and mechanics understand their rights. The third is for contract administrator's use in reviewing certified payroll reports.

A Project Wage Rate Sheet (HUD-4720) is a one-page, easy to read listing of the work classifications and wage rates that are applicable to the project. This one-page listing is much more user-friendly than the full-text wage decision for these three uses: A Project Wage Rate Sheet spells out more clearly the work classifications and wage rates contained in the wage decision for the contractor and subcontractors. The Project Wage Rate Sheet is much easier for laborers and mechanics to understand so that they can tell whether they are paid properly. And last, a Project Wage Rate Sheet – a one-page listing – is more helpful as a ready reference for contract administrators reviewing payroll reports.

LCAs can prepare a Project Wage Rate Sheet for contracts using the on-screen fillable versions at HUDClips and the Office of Labor Relations web site or the copy in the Appendix. The Project Wage Rate Sheet should be prepared only after the wage decision has been "locked-in" by contract award or start of construction, as applicable. HUD Labor Relations staff are available to provide assistance to LCAs in preparing Project Wage Rate Sheets.

4. Eliminate certain unnecessary or duplicative processes and notices to HUD.

Prior practice: LCAs were required to send to HUD a start of construction



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notice and a final compliance report for each project. LCAs also were required to date stamp certified payrolls on receipt, and to date and initial certified payrolls when the payrolls were reviewed.

Streamlined: HUD has eliminated the start of construction notice and final compliance report. The important information collected in these reports is already captured in enforcement reports required by DOL regulations, therefore, the reports were duplicative. (See Streamlining measure #10, below.) In addition, date stamping payrolls on receipt and dating and initialing payrolls on review are actions inconsistent with a results-oriented approach and therefore are no longer mandated.

5. An LCA can develop its own enforcement file system.

Prior practice: *LCAs were required to utilize filing systems mandated by HUD involving certain numbers and labeling of files and other file maintenance conditions.*

HUD believes that LCAs can best determine how to maintain their files provided that certain minimum requirements are met. The minimum requirements include compliance with DOL regulations that certified payrolls and basic records relating to the payrolls are preserved not less than three years after completion of the project and the resolution of any enforcement actions which may carry over after completion. In addition, the files must be maintained in such a way that the LCA can utilize them to demonstrate its own compliance with its labor standards administration and enforcement responsibilities. For example, the LCA must be able to demonstrate to a HUD monitor where it is documented that the eligibility of the prime contractor was verified for each contract.

6. LCAs can target on-site interviews with laborers and mechanics.

Prior practice: *LCAs were required to conduct on-site interviews with a “representative sampling” of all laborers and mechanics on each project. HUD did not offer a consistent guideline as to what constituted a “representative sampling.”*

Streamlined: HUD is much more interested in using on-site interviews as a proactive enforcement tool than as a means to meet a “representative sampling” quota. Rather than conducting interviews randomly for the sake of assembling a sample, LCAs are encouraged to focus interviews to projects or groups of workers where violations are suspected or alleged. In this way, on-site interviews can be used to support a specific on-going investigation. HUD realizes that such focusing may mean that fewer on-site interviews may be conducted randomly; HUD considers focusing a far more effective means of utilizing on-site interview resources.

7. Payroll reviews limited to spot-checks and HUD-II comparison; the Goal: to detect falsification.

Prior practice: *LCAs were required to thoroughly review each certified payroll submitted for each project. Any discrepancy, omission or error in the*



record had to be noted and corrected regardless of its significance.

Streamlined: HUD found much more serious violations involving more underpaid workers and significantly more wage restitution could be missed because the contract administrator was over tasked with HUD-mandated payroll minutiae. HUD recognizes that it is not possible to conduct 100% payroll reviews, therefore, it is not possible to identify and correct every discrepancy and underpayment. It is also the case that the violations disclosed behind falsified payrolls are much more egregious (both in terms of affected workers and the amount of underpayment) than violations that appear on the face of the payroll. Accordingly, HUD has prioritized payroll reviews so that the objective is to detect falsification and so that our enforcement activities will yield the greatest impact. HUD has developed guidance on how to detect falsification through spot-checks and HUD-11 interview comparison. See *Payroll Falsification Indicators* in the Appendix (Exhibit 3).

8. Routine payroll review results can be communicated to the employer and/or prime contractor by telephone and documented with a record to the file.

Prior practice: LCAs were required to document each payroll review with a written notice to the prime contractor concerning any and all corrections that were needed.

Streamlined: Many times, the types of deficiencies which come to the attention of the contract administrator can be handled more efficiently and just as effectively with good informal communication (e.g., a telephone call, etc.) with the employer/prime contractor rather than with formal letters. Examples of the types of issues that could easily be addressed informally – assuming the cooperation of both sides – include a missing payroll report or missing apprenticeship certificate, requests for employee authorizations for deductions, small underpayments that appear on the face of the payroll, and similar matters. With the employer/prime contractor’s cooperation, these matters can be disposed of quickly with a telephone call and a brief note to the contract file documenting the call. If the employer/prime contractor does not respond appropriately to this type of communication, it may be necessary to resort to more formal means.

The last two Streamlining measures are about how we will better use the resources we have to meet our key objectives. Through Streamlining, we’ve eliminated substantial amounts of paperwork and processes so that we can redirect those resources to other activities that will produce improved Davis-Bacon enforcement and accountability.

9. Strenuously enforce Davis-Bacon requirements aiming enforcement activities at willful violators. Recommend debarment against repeat violators.

Prior to Streamlining, our enforcement activities were not as focused and therefore were not as effective. The greatest threat to construction workers receiving the statutorily-mandated prevailing wage for their craft is from employers who know what is required, choose not to pay the required prevailing wage rates and falsify certified payroll reports to

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conceal the underpayments. Such willful violators see the workers' underpayment as their own gain and engage in deception to increase this gain. In addition, willful violators that successfully escape detection and are not required to pay prevailing wages will continue to bid on Davis-Bacon contracts until their violations are disclosed and administrative sanctions such as debarment are imposed.

HUD has made it a priority to target labor standards enforcement activities at willful violators (i.e., employers that falsify certified payrolls) and to recommend debarment against repeat violators. Barring aggravated circumstances, such as requiring kickbacks of wages from employees, contract administrators that issue findings of underpayment against a willful violator for a first offense will require from the employer a written statement assuring future compliance in addition to full wage restitution for all underpaid employees. If the employer is found in violation of labor standards again, contract administrators will recommend debarment based in part upon the breach of assurance of future compliance secured after the prior violation.

10. Improve reporting systems on labor standards administration and enforcement.

These reports are required by regulation and are important vehicles for recommendations concerning the disposition of investigative findings and debarment against employers that violate Davis-Bacon requirements. These reports also allow the Secretary of Labor to gather important information about government-wide Davis-Bacon contracting and enforcement.

HUD has relieved LCAs of certain reporting and processing requirements which were duplicative or unnecessary in order to promote full, timely and accurate LCA participation in the enforcement reporting system required by DOL regulations. In this way we enhance our accountability for Davis-Bacon labor standards administration and enforcement and can better measure our performance in applying Davis-Bacon wage standards where applicable and in protecting the right of the laborers and mechanics to receive prevailing wages when employed on covered work in HUD programs.



Davis-Bacon – Related Acronyms and Symbols

| | |
|--------|---|
| CDBG | – Community Development Block Grant |
| CFR | – Code of Federal Regulations |
| CPR | – Certified Payroll Report |
| CWHSSA | – Contract Work Hours and Safety Standards Act |
| DBA | – Davis-Bacon Act |
| DBRA | – Davis-Bacon and Related Acts |
| DOL | – Department of Labor |
| FHA | – Federal Housing Administration |
| FLSA | – Fair Labor Standards Act |
| HUD | – Housing and Urban Development (Department of) |
| IHA | – Indian Housing Authority |
| IHBG | – Indian Housing Block Grant |
| LCA | – Local Contracting Agency |
| LDP | – Limited Denial of Participation |
| O/T | – Overtime |
| PHA | – Public Housing Agency |
| S/T | – Straight-time |
| SAC | – State Apprenticeship Council/Agency |
| TDHE | – Tribally-Designated Housing Entity |
| § | – Section |
| ¶ | – Paragraph |

Davis-Bacon – Related Web Sites*

GSA List of Parties Excluded from Federal Procurement and Non-Procurement Programs (Debarred List):

<http://epls.arnet.gov>

HUD Office of Labor Relations (Labor Relations Library):

www.hud.gov/offices/olr

HUD Regulations:

www.access.gpo.gov/nara/cfr/cfr-table-search.html

HUDClips (Forms and Publications):

www.hudclips.org/cgi/index.cgi

DOL Davis-Bacon and Related Acts Homepage:

www.dol.gov/esa/programs/dbra/index.htm

Davis-Bacon Wage Decisions:

www.wdol.gov

DOL Regulations:

www.dol.gov/dol/allcfr/Title_29/toc.htm

DOL Forms:

www.dol.gov/esa/programs/dbra/forms.htm

***Web addresses active as of June 2006.**



**HUD Program Davis-Bacon Related Acts
Programs administered by local contracting
agencies (LCA's):**

**CDBG: Housing and Community Development Act of
1974, as amended (HCDA); Section 110*:**

- (a) All laborers and mechanics employed by contractors or subcontractors in the performance of construction work financed in whole or in part with assistance received under this title shall be paid wages at rates not less than those prevailing on similar construction in the locality as determined by the Secretary of Labor in accordance with the Davis-Bacon Act, as amended.... Provided, That this section shall apply to the rehabilitation of residential property only if such property contains not less than 8 units....
- (b) Subsection (a) shall not apply to any individual that—
- (1) performs services for which the individual volunteered;
 - (2) (A) does not receive compensation for such services; or
(B) is paid expenses, reasonable benefits, or a nominal fee for such services; and
 - (3) is not otherwise employed at any time in the construction work.

* Section 107(e)(2) of the HCDA permits the Secretary of HUD to waive the provisions of Section 110 in connection with grants to Indian tribes. This waiver action was taken and can be found in HUD regulations at 24 CFR §1003.603.

**HOME: National Affordable Housing Act of 1990 (NAHA);
Section 286:**

- (a) **In General.** Any contract for the construction of affordable housing with 12 or more units assisted with funds made available under this subtitle shall contain a provision requiring that not less than the wages prevailing in the locality, as predetermined by the Secretary of Labor pursuant to the Davis-Bacon Act..., shall be paid to all laborers and mechanics employed in the development of affordable housing involved,....
- (b) **Waiver.** Subsection (a) shall not apply if the individual receives no compensation or is paid expenses, reasonable benefits, or a nominal fee to perform the services for which the individual volunteered and such persons are not otherwise employed at any time in the construction work.



EXHIBIT I

Public Housing: U.S. Housing Act of 1937, as amended (USHA); Section 12*:

- (a) Any contract for loans, contributions, sale, or lease pursuant to this Actshall also contain a provision that not less than the wages prevailing in the locality, as predetermined by the Secretary of Labor pursuant to the Davis-Bacon Act..., shall be paid to all laborers and mechanics employed in the development of the project involved (including a project with nine or more units assisted under section 8 of this Act, where the public housing agency or the Secretary and the builder or sponsor enter into an agreement for such use before construction or rehabilitation is commenced), and the Secretary shall require certification as to compliance with the provisions of this section prior to making any payment under such contract.
- (b) Subsection (a) and the provisions relating to wages (pursuant to subsection (a)) in any contract for loans, annual contributions, sale, or lease pursuant to this Act, shall not apply to any individual that –
 - (1) performs services for which the individual volunteered;
 - (2) (A) does not receive compensation for such services; or
(B) is paid expenses, reasonable benefits, or a nominal fee for such services; and
 - (3) is not otherwise employed at any time in the construction work.

*Section 12(a) of the USHA also mandates the payment of HUD-determined prevailing wage rates to all maintenance laborers and mechanics engaged in the operation of PHA low-income housing projects.

Native American Housing Assistance and Self-Determination Act of 1996, as amended, (NAHASDA); Section 104(b)*:

- (1) **In general.** Any contract or agreement for assistance, sale, or lease pursuant to this Act...shall also contain a provision that not less than the wages prevailing in the locality, as predetermined by the Secretary of Labor pursuant to the Act of March 3, 1931 (commonly known as the Davis-Bacon Act;...); shall be paid to all laborers and mechanics employed in the development of the affordable housing involved, and the Secretary shall require certification as to compliance with the provisions of this paragraph before making any payment under such contract or agreement.
- (2) **Exceptions.** Paragraph (1) and the provisions relating to wages (pursuant to paragraph (1)) in any contract or agreement for assistance, sale, or lease pursuant to this Act, shall not apply to any individual who receives no compensation or is paid expenses, reasonable benefits, or a nominal fee to perform the services for which the individual volunteered and who is not otherwise employed at any time in the construction work.

- (3) Application of Tribal Laws.** Paragraph (1) shall not apply to any contract or agreement for assistance, sale, or lease pursuant to this Act, if such contract or agreement is otherwise covered by one or more laws or regulations adopted by an Indian Tribe that requires the payment of not less than prevailing wages, as determined by the Indian tribe.

* Section 104(b)(1) of NAHASDA also mandates the payment of HUD-determined prevailing wage rates to all maintenance laborers and mechanics engaged in the operation of NAHASDA-assisted affordable housing projects.

Housing Assistance for Native Hawaiians, Title VIII of the Native American Housing Assistance and Self-Determination Act of 1996, as amended, (NAHASDA); Section 805(b)*:

- (1) In general.** Any contract or agreement for assistance, sale, or lease pursuant to this title shall contain – ...
- (B) a provision that an amount not less than the wages prevailing in the locality, as predetermined by the Secretary of Labor pursuant to the Act commonly known as the “Davis-Bacon Act”...shall be paid to all laborers and mechanics employed in the development of the affordable housing involved.
- (2) Exceptions.** Paragraph (1) and provisions relating to wages required under paragraph (1) in any contract or agreement for assistance, sale, or lease under this title, shall not apply to any individual who performs the services for which the individual volunteered and who is not otherwise employed at any time in the construction work and received no compensation or is paid expenses, reasonable benefits, or a nominal fee for those services.

* Section 805(b)(1) also mandates the payment of HUD-determined prevailing wage rates to all maintenance laborers and mechanics engaged in the operation of NAHASDA-assisted affordable housing projects.



EXHIBIT 2

CDBG: Factors of Labor Standards Applicability

1. *...construction work financed...*

CDBG can finance activities other than “construction work” which do not trigger Davis-Bacon requirements; e.g., *real property acquisition, purchase of equipment, architectural and engineering fees, other services (legal, accounting, construction management), and other non-construction items (furniture, business licenses, real estate taxes, tenant allowances for such items).*

Also, financing is not limited to the act of paying for the construction work directly. Financing can mean, for example, using CDBG assistance to pay the interest charged or to reduce the interest rate on a construction loan (*including certain collateral accounts*). Generally, financing also means using CDBG funds to provide permanent financing (take-out loan) following construction.

2. *...in whole or in part...*

If CDBG funds finance only a portion of a construction work, labor standards are applicable to the *entire* construction work.

3. *All laborers and mechanics employed by contractors or subcontractors...*

Labor standards provisions *do not* apply to employees of the grantee (force account workers) that may be engaged on an otherwise covered project. Note: The construction work *is covered but these force account workers are excluded.*

4. *...shall apply to the rehabilitation of residential property only if such property contains not less than 8 units.*

Typically, single-family homeowner properties are excluded under this exemption. However, *property* is not limited to a specific building. Property is defined as one or more buildings on an undivided lot or on contiguous lots or parcels, which are commonly-owned and operated as one rental, cooperative or condominium project. Examples of 8+ unit properties include:

- 5 townhouses side-by-side which consist of 2 units each.
- 3 apartment buildings each consisting of 5 units and located on one tract of land.
- 8 single-family (not homeowner) houses located on contiguous lots.

Further, HUD has concluded that the term “rehabilitation” as used within the statutory language is not meant to preclude new construction from this exemption. The Conference Report on the HCD Act of 1974 indicated that at the time that the statute was written, residential construction was not an eligible activity. However, subsequent changes to the statute now permit the use of CDBG (and other Title I funds) for residential new construction. Accordingly, residential new construction is treated in the same manner as residential rehabilitation for Davis-Bacon purposes.

HOME: Factors of Labor Standards Applicability

1. ***...affordable housing with 12 or more units assisted with funds made available under this subtitle..***

Unlike CDBG, the standard for coverage is *assisted* not *financed* – which provides for much broader application. This means that Davis-Bacon requirements are operable without regard to whether the HOME funds are used for construction or non-construction activities. Non-construction activities include real property acquisition, architectural and engineering fees, and other professional services. In some cases, Davis-Bacon requirements may be triggered when HOME funds are used to provide downpayment assistance to individual homebuyers. [LCAs should refer to HUD’s HOME regulations (24 CFR 92.354(a)(2)) or consult with HUD Labor Relations Staff if their project involves downpayment assistance to homebuyers.]

This also recognizes that HOME projects can contain units that are *not* assisted by HOME. The threshold applies only to the number of units assisted by HOME. For unit threshold purposes, we use the number of units identified as “HOME” units under the program definition whether determined on a pro-rata basis, specific designation or other means allowable by HUD’s Office of Community Planning and Development (CPD).

Note also that once Davis-Bacon requirements are triggered, the labor standards are applicable to the construction of the entire project – including the portions of the project other than the assisted units.

2. ***Any contract for the construction of affordable housing with 12 or more units assisted with funds...***

Davis-Bacon requirements are applicable to *contracts for construction* covering 12 or more HOME-assisted units. Davis-Bacon does not follow “construction work” or “projects”. This factor has implications in two ways:

First, a HOME project with 12 or more assisted units that is constructed under multiple contracts each containing less than 12 HOME units is not covered. (*Note: HOME regulations prohibit breaking a single project into multiple contracts for the purpose of avoiding Davis-Bacon.*)

Second, if multiple HOME projects each containing less than 12 assisted units are grouped into a contract(s) for construction that covers a total of 12 or more assisted units, the contract is covered.

3. ***Sweat Equity.***

HOME provides for a sweat equity program (see NAHA Sec. 255) which permits members of an eligible family to provide labor in exchange for acquisition of property for homeownership or to provide labor in lieu of, or as a supplement to, rent payments. Such sweat equity participants are exempt from Davis-Bacon prevailing wage requirements.



Public Housing: Factors of Applicability

1. ***Any contract for loans, contributions, sale, or lease pursuant to this Act...***

Prevailing wage requirements apply through provisions required in any contract for loans, contributions, sale, or lease.... Generally, the “contract” referenced, here, relates to the Annual Contributions Contract between HUD and the public housing agency. This term (contract) may also relate to an Agreement to Enter Into a Housing Assistance Payments Contract (AHAP) or an Agreement to Enter Into a Project Rental Assistance Contract (APRAC). These Agreements are executed for housing projects that will receive Section 8 rental assistance.

Prevailing wage applicability is *not* tied to a funding source nor to a specific use of any funds. This means that Federal funding for development or operations work is not a prerequisite to Davis-Bacon or HUD-determined wage rate applicability.

2. ***...(HUD-determined wage rates) shall be paid to all architects, technical engineers, draftsmen, and technicians employed in the development, and all maintenance laborers and mechanics employed in the operation..., ... (Davis-Bacon wage rates) shall be paid to all laborers and mechanics employed in the development...***

Notice that, unlike other HUD labor standards provisions, the USHA makes no distinction between laborers and mechanics employed by the agency and those employed by contractors and subcontractors. This means the “force account” labor – workers employed directly by the agency, whether on a full-time, part-time, permanent or temporary basis – must receive the prevailing wages applicable to the work they perform.

3. ***... (Davis-Bacon wage rates) shall be paid...in the development of the project involved (including a project with nine or more units assisted under Section 8 of this Act, where the public housing agency or the Secretary and the builder or the sponsor enter into an agreement for such use...before construction or rehabilitation is commenced)...***

Notice, also, that the only applicability thresholds pertain to Section 8 projects: there must be 9 or more Section 8-assisted units *and* there must be an agreement for the Section 8 assistance before construction begins. These agreements are referred to as AHAPs and/or APRACs. The 9 unit threshold refers to the number of units in the project that are Section 8-assisted, not to the total number of units in the project. The USHA contains no unit threshold for public housing.

While the USHA does not contain a dollar threshold, HUD observes the statutory Davis-Bacon Act \$2,000 threshold for development work and has implemented a \$2,000 threshold for maintenance contracts.



Indian Housing under NAHASDA: Factors of Applicability

1. ***Any contract or agreement for assistance, sale, or lease pursuant to this Act...***

Similar to the USHA (public housing), prevailing wage requirements apply through provisions required in any contract or agreement for assistance, sale, or lease.... Prevailing wage applicability is *not* tied to a funding source nor to a specific use of any funds. This means that Federal funding for the particular development or operations work is not a prerequisite to Davis-Bacon or HUD-determined wage rate applicability.

2. ***...(HUD-determined wage rates) shall be paid to all architects, technical engineers, draftsmen, and technicians employed in the development, and all maintenance laborers and mechanics employed in the operation..., ... (Davis-Bacon wage rates) shall be paid to all laborers and mechanics employed in the development...***

Again, NAHASDA mirrors the USHA in that it makes no distinction between laborers and mechanics employed by the agency and those employed by contractors and subcontractors. This means that “force account” labor – workers employed directly by the agency, whether on a full-time, part-time, permanent or temporary basis – must receive the prevailing wages applicable to the work they perform.

3. ***Threshold.***

NAHASDA contains no dollar or number of units threshold. However, HUD observes the statutory Davis-Bacon Act \$2,000 threshold for development work and has implemented a \$2,000 threshold for maintenance contracts.

4. ***(HUD-determined and/or Davis-Bacon wage provisions) shall not apply to any contract or agreement..., if such contract or agreement is otherwise covered by one or more laws or regulations adopted by an Indian Tribe that requires the payment of not less than the prevailing wages, as determined by the Indian Tribe...***

This provision allows for the preemption of Federally-determined (HUD-determined and/or Davis Bacon) wage rates where a Tribe has determined prevailing wage rates for operations and/or development work. Note that the tribal determination must be of rates that “prevail”¹ and the tribal law or regulation must be applicable to the work in question. (See also ONAP Program Guidance 2003-04, dated 2/4/2003.)

5. ***Sweat Equity.***

HUD has concluded that, consistent with a provision in the USHA (predecessor to NAHASDA), family members providing sweat equity labor for construction or rehabilitation of a home assisted under NAHASDA are excluded from prevailing wage (HUD-determined and/or Davis-Bacon) coverage. *Sweat equity* means members of an eligible family may contribute labor toward the development of a homeownership project. These sweat equity participants are not covered by prevailing wage requirements. (See also, ONAP Program Guidance 2003-03, dated 2/4/2003.)

¹ HUD has not defined “prevailing” for the purposes of tribally-determined wage rates. HUD also has not prescribed policies or procedures for the administration or enforcement of such tribal rates. HUD defers to each Tribe to establish the definitions, parameters and methodology for the determination, administration and enforcement of tribally-determined prevailing wage rates.



Native Hawaiian Housing under NAHASDA: Factors of Applicability

1. *Any contract or agreement for assistance, sale, or lease pursuant to this Act...*

Similar to the USHA (public housing), prevailing wage requirements apply through provisions required in any contract or agreement for assistance, sale, or lease.... Prevailing wage applicability is *not* tied to a funding source nor to a specific use of any funds. This means that Federal funding for the particular development or operations work is not a prerequisite to Davis-Bacon or HUD-determined wage rate applicability.

2. *...(HUD-determined wage rates) shall be paid to all architects, technical engineers, draftsmen, technicians employed in the development, and all maintenance...laborers and mechanics employed in the operation..., ...(Davis-Bacon wage rates) shall be paid to all laborers and mechanics employed in the development...*

Again, NAHASDA mirrors the USHA in that it makes no distinction between laborers and mechanics employed by the agency and those employed by contractors and subcontractors. This means that “force account” labor – workers employed directly by the agency, whether on a full-time, part-time, permanent or temporary basis – must receive the prevailing wages applicable to the work they perform.

3. *Threshold.*

NAHASDA contains no dollar or number of units threshold. However, HUD observes the statutory Davis-Bacon Act \$2,000 threshold for development work and has implemented a \$2,000 threshold for maintenance contracts.

4. *Sweat Equity.*

HUD has concluded that, consistent with a provision in the USHA (predecessor to NAHASDA), family members providing sweat equity labor for construction or rehabilitation of a home assisted under NAHASDA are excluded from prevailing wage (HUD-determined and/or Davis-Bacon) coverage. *Sweat equity* means members of an eligible family may contribute labor toward the development of a homeownership project. These sweat equity participants are not covered by prevailing wage requirements. (See also, *ONAP Program Guidance 2003-03, dated 2/4/2003.*)

Exhibit 3

Payroll Falsification Indicators

Certified payroll reports are fairly straightforward records of employees, work classification, hours worked, rate(s) of pay, gross earnings, deductions and net wages paid. The information required for certified payrolls involves no more than the information any responsible employer must maintain concerning its basic business operations.

Davis-Bacon compliance basically involves three factors: 1. The type (classification) of work performed; 2. The number of hours worked; and 3. The prevailing wage rate for that classification. A fourth factor involves the actual payment of wages by check and/or cash. In order to conceal underpayments, a willfully violating employer must falsify the payroll report as it pertains to one or more of these factors. There are four falsification indicators that are easy to detect on certified payrolls in a “spot-check”:

- 1. Ratio of laborers to mechanics.** Look for excessive use of laborers over mechanics. Generally there should be no more than one laborer for each mechanic (1:1) except for landscaping, or cement or other paving work.
Indicative of: Misclassification. Workers are performing higher-paying mechanic duties but are misclassified and paid at lower Laborer wage rates.
- 2. Too few or irregular hours.** Look for employees that never work 40 hours per week; for crews that work in a scattered fashion; for hours reported in tenths or hundredths (e.g., 13.6 hours). Most people work a 40-hour workweek. Most crews work together on a job site. Most employers and employees track work hours by whole, half and quarter hours not by tenths or hundredths.
Indicative of: Reduction of Hours. Actual hours worked are reduced to “fit” in a fabricated calculation: (Reduced hours) x (Rate required on wage decision) = Substandard wages actually paid based upon a lower rate of pay.
- 3. Discrepancies in wage computations.** Look for gross wages paid in “round” numbers (e.g., \$700) that don’t agree with the product of reported hours multiplied by the rate of pay. For example, a payroll showing 20 hours times \$33.68 (the rate on the wage decision) and gross wages of \$700. (20 hours times \$33.68 equals \$676.60 *not* \$700.)
Indicative of: Falsification of rate of pay such as piece work or lower (but more even) rate. For example, the wage decision requires \$33.68/hour for the type of work performed but the employer chooses to pay \$17.50 per hour. (40 hours times \$17.50 equals \$700.) The employer can’t make the fabricated calculation “fit” precisely because the Davis-Bacon wage rate is not an even figure.
- 4. Extraordinary deductions.** Look for unidentified or disproportionate deductions, for example, an employee whose savings account deduction is nearly as much or more than the weekly take-home pay.
Indicative of: Kickbacks or basic underpayment. The employer takes his “cut” from the back end of the computation (after gross earnings) rather than the front end (falsifying the classification, hours or wage rate).

If these indicators appear on payrolls you will want to take preliminary steps to test whether the payrolls are accurate or false. For example, you can target on-site interviews or send questionnaires to the affected workers to get their perspective and compare the interview and/or questionnaire statements to the payroll reports. If an investigation is warranted, you will want to learn what information on the payrolls is false and what is true. (Employers rarely falsify *all* of the information on payrolls.) Eventually, you will need to compute the amounts of backwages that are due and knowing what information on the payroll is true can be critical to making these computations.



Project Wage Rate Sheet

U.S. Department of Housing and Urban Development
Office of Labor Relations

| PROJECT NAME: | | | WAGE DECISION NUMBER/MODIFICATION NUMBER: | | | |
|--|-------------------------|-----------------|---|--------------------------------|----------------------|---------------|
| PROJECT NUMBER: | | | PROJECT COUNTY: | | | |
| WORK CLASSIFICATION | BASIC HOURLY RATE (BHR) | FRINGE BENEFITS | TOTAL HOURLY WAGE RATE | LABORERS FRINGE BENEFITS: | | \$ TOTAL WAGE |
| | | | | GROUP # | BHR | |
| Bricklayers | | | \$ | | | |
| Carpenters | | | \$ | | | \$ |
| Cement Masons | | | \$ | | | \$ |
| Drywall Hangers | | | \$ | | | \$ |
| Electricians | | | \$ | | | \$ |
| Iron Workers | | | \$ | | | \$ |
| Painters | | | \$ | OPERATORS FRINGE BENEFITS: | | \$ |
| | | | | GROUP # | BHR | |
| Plumbers | | | \$ | | | \$ |
| Roofers | | | \$ | | | \$ |
| Sheet Metal Workers | | | \$ | | | \$ |
| Soft Floor Layers | | | \$ | | | \$ |
| Tapers | | | \$ | | | \$ |
| Tile Setters | | | \$ | TRUCK DRIVERS FRINGE BENEFITS: | | \$ |
| | | | | GROUP # | BHR | |
| OTHER CLASSIFICATIONS | | | | | | |
| | | | \$ | | | \$ |
| | | | \$ | | | \$ |
| | | | \$ | | | \$ |
| ADDITIONAL CLASSIFICATIONS (HUD Form 4230-A) | | | | | | |
| WORK CLASSIFICATION | BASIC HOURLY RATE | FRINGE BENEFITS | TOTAL HOURLY WAGE RATE | DATE OF HUD SUBMISSION TO DOL | DATE OF DOL APPROVAL | |
| | | | \$ | | | |
| | | | \$ | | | |
| | | | \$ | | | |
| | | | \$ | | | |

Public reporting burden for this collection of information is estimated to average 2 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining data needed, and completing and reviewing the collection of information. The information is considered non-sensitive and does not require special protection. This information is required to obtain benefits. This agency may not collect this information, and you are not required to complete this form, unless it displays a currently valid OMB control number.

All Federal agencies administering programs subject to Davis-Bacon wage provisions are required by Department of Labor (DOL) regulations (29 CFR Part 5, Section 5.7(b)) to submit a report of all new covered contracts/projects and all enforcement activities each six months. In order for HUD to comply with this requirement, it must collect contract and enforcement information from local agencies that administer HUD-assisted programs subject to Davis-Bacon requirements. HUD requests that local agencies complete and submit a Semi-annual Enforcement Report each six months.

Local agencies and HUD must retain a copy of the Semi-annual Enforcement Report in its files.

*Please follow these instructions while compiling the **Semi-Annual Labor Standards Enforcement Report for Local Contracting Agencies (HUD Programs) (form HUD-4710).***

Introduction

Department of Labor (DOL) Regulations 29 CFR §5.7(b) require Federal agencies administering programs subject to Davis-Bacon and Related Act (DBRA) and Contract Work Hours and Safety Standards Act (CWHSSA) labor standards to furnish a Semi-Annual Labor Standards Enforcement Report to the Administrator of the Wage and Hour Division. Some HUD programs are administered by state and local agencies for labor standards compliance. HUD must collect information from such agencies in order to capture enforcement activities for all HUD programs in its reports to DOL.

**Reporting Periods: Period 1 October 1 through March 31
Period 2 April 1 through September 30**

Report Format: Each agency report consists of two parts:

Part I concerns contracting activity for work awarded during the reporting period;
Part II concerns enforcement activity for all contracts, regardless of the award date.

The HUD Labor Relations staff for your area will send a courtesy reminder shortly before the due date about preparing the report and will remind you of the date your report is due. However, you should maintain accurate records throughout the year of relevant contract information so that you can submit the report timely.

Definitions and Guidance

Part I - Contracting Activity - This part concerns only contracts that were **awarded** during this period. *Do not* include contracts that were awarded prior to this period even though the contracts may still be underway. *Do* include work subject to purchase order or other form of agreement, even if there is no formal contract award.

Item 1. Enter the total number of prime contracts subject to DBRA/CWHSSA **awarded** during this period.
Track contracts by award or start of construction - **do not** track by bid opening date. Public Housing Authorities (PHAs), Tribally-designated Housing Entities (TDHEs)/Indian Housing Authorities (IHAs): Include force account work that is subject to DBRA/CWHSSA.

Item 2. Enter the total dollar amount of the contracts and/or PHA/TDHE/IHA force account work reported in Item 1.

Item 3. List each project/contract name, brief descriptive information, number or unique identifier, dollar amount, the wage decision and modification number in the contract, bid opening date, contract award date, and construction start date. Identify which milestone date triggered the wage decision “lock-in” (bid opening date, contract award date or start of construction date, as appropriate). If the project was not subject to sealed bids, indicate “NA” for bid opening date and proceed to identify the other dates.

Part II - Enforcement Activity - This part concerns *all* enforcement activity no matter when the contract was awarded or construction began.

Item 4. Enter the number of **employers** (contractors, subcontractors, lower-tier subcontractors) against whom complaints were received during the report period. List the names of the employers against whom complaints were received and the projects involved.

Item 5. Enter the number of employers that were referred to HUD Labor Relations or DOL staff for investigations, for hearings on appeal and/or debarment hearings. List the employer, project, and agency (HUD or DOL) to which the case was referred, and the reason for referral - investigation, appeal hearing (DOL Regulations 29 CFR Part 5, Section §5.11) and/or debarment (DOL Regulations 29 CFR Part 5, Section §5.12) hearing.

Item 6. Enter information relative to wage restitution that was **collected and/or disbursed** during the report period. This includes restitution disbursed by the agency; restitution reported on certified payroll correction reports, amounts collected but not disbursed because workers could not be found. Report straight time wage restitution separate from Contract Work Hours and Safety Standards Act (CWHSSA) overtime wage restitution. Also list liquidated damages collected for CWHSSA overtime violations.

| | | | |
|---|--|---|---------------------------------------|
| Agency Name: | Agency Type: <small>[e.g., CDBG, PHA, TDHE/AHA]</small> | State: | LR2000 Agency ID #: (HUD Use Only) |
| Period Covered: Check One and Enter Year(s) | | | |
| <input type="checkbox"/> Period 1: October 1, _____ to March 31, _____ | | <input type="checkbox"/> Period 2: April 1, _____ to September 30, _____ | |
| Agency Contact Person: | | Agency Contact Phone/E-mail: | |

PART I - CONTRACTING ACTIVITY*

Pertains ONLY to projects awarded during the reporting period.

1. Number of prime contracts subject to the Davis-Bacon and Related Acts (DBRA) and/or the Contract Work Hours and Safety Standards Act (CWHSSA) awarded this period

Note: Do not include contracts included in previous semi-annual reports

2. Total dollar amount of prime contracts reported in item 1 above

\$

3. List for each contract awarded this period:

| Project Name/Number | Contract Amount | Wage Decision Number | Wage Decision Lock-In Date |
|--|------------------|--|---------------------------------|
| EXAMPLE: "Boy's Club Renovation # CD54005-65" | "\$0,000,000.00" | "FL040001/Mod 3, 6/25/04, Building" | "07/02/04 bid open date" ◀ Lock |

*Use additional pages if necessary

WHAT IS THE LOCK-IN DATE? For contracts entered into pursuant to competitive bidding procedures, the bid opening date "locks-in" the wage decision provided that the contract is awarded within 90 days. If the contract is awarded more than 90 days after bid opening, the contract award date 'locks-in' the wage decision. For contracts, purchase orders or other agreements for which there is no bid opening or award date, use the construction start date as the lock-in date. However, for projects receiving assistance under Section 8 of the U.S. Housing Act of 1937 or contracts involving a *project* wage determination, the lock-in rules may vary from above. See Department of Labor Regulations, 29 CFR, Part 1, Section 1.6 and/or HUD Handbook 1344.1, or consult the HUD Labor Relations staff.

WHAT IT ISN'T: Do not use the wage decision publication date, unless that happens to correspond to one of the trigger events described above. If you are not sure about any of this, please feel free to contact the Labor Relations staff in your state or region.

| | | | |
|---|--|---|--|
| Agency Name: | Agency Type: <small>[e.g., CDBG, PHA, TDHE/IHA]</small> | State: | LR2000 Agency ID #: <small>(HUD Use Only)</small> |
| Period Covered: Check One and Enter Year(s) | | | |
| <input type="checkbox"/> Period 1: October 1, _____ to March 31, _____ | | <input type="checkbox"/> Period 2: April 1, _____ to September 30, _____ | |
| Agency Contact Person: | | Agency Contact Phone/E-mail: | |

PART II - ENFORCEMENT ACTIVITY*

Pertains to all projects, not just contract(s) awarded during the reporting period.

4. Number of employers against whom **complaints** were received (list employers and projects involved below):

| | |
|-----------------|-------------------|
| Employer | Project(s) |
|-----------------|-------------------|

5. (a) Number of cases (employers) referred to HUD Labor Relations for investigation or §5.11 hearing (list referrals below):

(b) Number of cases (employers) referred to the Department of Labor (DOL) for investigation or §5.11 hearing (list referrals below):

| | | | |
|-----------------|----------------|-------------------|---------------------------|
| Employer | Project | HUD or DOL | Invest. Or Hearing |
|-----------------|----------------|-------------------|---------------------------|

6. (a) **Number of workers for whom wage restitution was collected/dispursed:**
Report only once; if you previously reported workers for whom restitution was collected, do not report the same workers when funds are dispursed. Include workers to whom restitution was paid directly by the employer.

(b) **Total amount of straight time wage restitution collected/dispursed during this period:** \$
Report only once; if you report funds collected, do not report the disbursement. Include restitution amounts paid directly by the employer as reported on correction certified payrolls.

(c) **Total amount of CWHHSA overtime wage restitution collected/dispursed during this period:** \$
Report only once; if you report funds collected, do not report the disbursement. Include restitution amounts paid directly by the employer as reported on correction certified payrolls.

(d) **Total amount of liquidated damages collected:** \$

* Use additional pages if necessary

U.S. Department of Housing and Urban Development
Office of Labor Relations
Washington, DC 20410

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Penalty for Private Use \$300

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Labor Relations Desk Guide
LR04.DG

