

What Happens When a Complaint is Filed

An employee who believes he or she has not received the prevailing wage may file a written complaint with the Wage & Hour Division. The division will conduct an investigation. Voluntary payment of monies due will be encouraged.

A person who has information of an alleged prevailing wage violation on a state funded project may file a complaint with the Wage & Hour Division. The department will investigate and attempt to resolve the complaint informally. During the course of an investigation, if the requested records and posting certification are not made available in compliance with section 5 of Act 166, the investigation will be concluded and a referral for potential criminal misdemeanor charges will be made.

Other Michigan Wage Laws

In addition to the Prevailing Wages on State Projects Act, the Wage & Hour Division also administers:

Michigan Minimum Wage Law

PA 154 of 1964 establishes the minimum wage, overtime pay, record keeping standards, equal pay and permits sub-minimum wage payment for certain employees.

Payment of Wages and Fringe Benefits Act

PA 390 of 1978 covers the time and manner for payment of wages and fringe benefits.

More Information

This brochure is intended for general information only. It does not include all of the provisions of Act 166, Public Acts of 1965.

For information on the laws administered by the Wage & Hour Division contact:

The Department of Licensing and Regulatory Affairs
Michigan Occupational Safety and Health Administration

Wage & Hour Division

General Office Building (GOB)
7150 Harris Drive, Dimondale, MI 48821
(517) 322-1825

Mailing Address:
PO Box 30476
Lansing, MI 48909-7976

www.michigan.gov/wagehour

Southeast Michigan

3026 W. Grand Blvd., Suite 2-450
Detroit, MI 48202
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Upper Peninsula

(906) 482-3602

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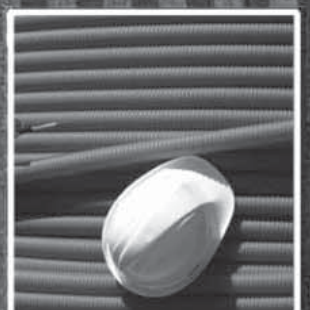
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An Overview of the Michigan Prevailing Wage Act



| Construction Methods Classification | Straight Time Rate | Time & One Half Rate |
|-------------------------------------|--------------------|----------------------|
| CARPENTERS | | |
| Zone 1 | \$47.05 | \$71.05 |
| Apprentices | | |
| 0-6 months | \$24.05 | \$36.05 |
| 7-12 months | \$29.05 | \$43.55 |
| Year 1 | \$33.05 | \$49.55 |
| Year 2 | \$37.05 | \$55.55 |
| Year 3 | \$41.05 | \$61.55 |
| Year 4 | \$45.05 | \$67.55 |
| Year 5 | \$49.05 | \$73.55 |
| Year 6 | \$53.05 | \$79.55 |
| Year 7 | \$57.05 | \$85.55 |
| Year 8 | \$61.05 | \$91.55 |
| Year 9 | \$65.05 | \$97.55 |
| Year 10 | \$69.05 | \$103.55 |
| Year 11 | \$73.05 | \$109.55 |
| Year 12 | \$77.05 | \$115.55 |



Wage & Hour Division

Michigan Occupational Safety
and Health Administration

Department of Licensing and Regulatory Affairs
www.michigan.gov/wagehour ♦ (517) 322-1825

The Michigan Prevailing Wage Act

The State of Michigan's Prevailing Wage Law, Public Act 166 of 1965, became effective March 1966. The Act requires that certain wage and fringe benefit rates be paid on state construction projects. It establishes requirements and responsibilities for contracting agents who award state construction contracts, and contractors who are awarded state construction projects.

Prevailing Wage Rate Schedules

What is a prevailing wage rate?

A "Prevailing wage rate" is the hourly rate wages and fringe benefits to be paid to a construction mechanic employed in a specific trade classification on a state project.

How does the Wage & Hour Division establish prevailing wage rates?

The Wage & Hour Division is required by law to survey road construction and building trades unions with collective bargaining agreements to obtain the basic hourly and fringe benefit rates provided in their contracts.

When are prevailing wage rates established?

Road builder prevailing wage rates are established July 1 of each year.

Commercial building rates are established throughout each year.

Prevailing wage rate schedules may be obtained upon request by contacting the Wage & Hour Division at (517) 322-1825 or go to: WHPWRequest@michigan.gov.

Which state construction projects are covered?

The prevailing wage law covers new construction, alteration, repair, installation, painting, decorating, completion, demolition, conditioning, reconditioning or improvement of public buildings, schools, works, bridges, highways, or roads authorized by a contracting agent.

Responsibilities

Responsibilities of the Wage & Hour Division include:

- Conducting surveys to determine the prevailing wage rate schedules
- Establishing prevailing wage rates for use on state funded construction projects
- Issuing prevailing wage rates

The division may:

- Inspect and audit payroll records of contractors to determine compliance
- Investigate complaints alleging non-compliance of the act

Who is covered?

Any skilled or unskilled mechanic, laborer, worker, helper, assistant or apprentice working on a state project is covered. A foreman, supervisor, executive, administrative, professional, office or custodial employee is not covered.

The responsibilities of the contracting agent include:

- Requesting from the Wage & Hour Division the prevailing wage rate schedule for all classifications that will work on a project
- Providing prevailing wage rate schedules for state funded construction when contracts are let out for bid
- Requirement to pay prevailing wage rates

The contracting agent may:

- Inspect payroll records of contractors
- Terminate a construction project for non-payment for prevailing wages

Responsibilities of the contractor include:

- Posting a prevailing wage rate schedule on the construction site
- Paying prevailing wages to construction workers
- Keeping a record of hours worked and wages and fringe benefits paid to construction workers
- Providing payroll records for inspections to the Wage & Hour Division, or the contracting agent, upon request

Construction workers who have not yet received the prevailing wage rate may:

File a complaint with the Wage & Hour Division if they have not been paid the prevailing wage rate on a state funded project.

