

Construction Advisory

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(Supersedes CA 2005-04)
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Index: EEO/OJT Program

Questions regarding this
Construction Advisory
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Jobsite Posters

The Federal Highway Administration requires contractors to prominently display posters in areas available to employees and applicants for employment during the life of the project. Following is a list of items to be posted at the jobsite for projects covered under federal and state prevailing wage requirements.

- Available from the U.S. Department of Labor's Office of Small Business Programs by calling 800-927-7332 or on the Web at – www.dol.gov/osbp/sbrefa/poster/matrix.htm
 - ✓ OSHA 3165 – Job Safety and Health Protection
 - ✓ OFCCP 1420 – Equal Employment Opportunity is the Law (also available at www.eeoc.gov/posterform.html)
 - ✓ WH-1420 – Your Rights Under Family and Medical Leave Act of 1993
 - ✓ WH-1321 – Notice to Employees (Davis-Bacon Wage Rate)
 - ✓ WH-1495 – Wage Rate Information (May be substituted for FHWA 1321)
 - ✓ FHWA 1022 – Notice: Federal Aid Projects
 - ✓ WH-1462 – Notice: Employee Polygraph Protection Act

- Available from MDOT's Business Development Division by calling 517-373-8546.
 - ✓ State of Michigan Civil Rights poster
 - ✓ State of Michigan Title VI poster
 - ✓ Fraud and Abuse Hotline poster (also available at www.michigan.gov/mdot - Doing Business - Report Fraud or Abuse)

The contractor is also required to post the following at the jobsite:

- Prevailing wage rates from the contract.
- Equal Employment Opportunity (EEO) policy statement.
- Letter appointing an EEO officer for the contract.

Delivery/resident/project engineers should discuss this requirement at the preconstruction meeting, and make sure the contractors are complying.

Engineers, please share this construction advisory with local agencies within your jurisdiction.

