

Minimum Wage Protections for Workers on Federal Contracts

Executive Order 13658 generally requires contractors to pay workers performing work on or in connection with covered federal contracts a minimum wage rate of **\$10.95 per hour** beginning **January 1, 2021**. *This minimum wage rate may increase in future years based on inflation.*

Coverage

This Executive Order generally applies to most federal construction and service contracts. If you provide support on a federal construction or service contract issued on or after January 1, 2015, you may be entitled to receive the Executive Order minimum wage for that work. The following types of workers are covered by Executive Order 13658:

1. Service employees who are entitled to prevailing wages under the Service Contract Act (SCA)
2. Laborers and mechanics who are entitled to prevailing wages under the Davis-Bacon Act (DBA)
3. Employees providing support on SCA- or DBA-covered contracts who are entitled to receive the minimum wage under the Fair Labor Standards Act (FLSA)
4. Employees working on or in connection with concessions contracts, or contracts for services related to federal property or land who are entitled to receive the FLSA minimum wage

Employees whose wages are calculated pursuant to special certificates issued under FLSA section 14(c) and tipped employees under FLSA section 3(t) are generally entitled to receive the Executive Order minimum wage for time spent performing on or in connection with covered contracts.

Enforcement Procedures

You may file a complaint with the U.S. Department of Labor's Wage and Hour Division (WHD) if you believe that Executive Order 13658 or its regulations have been violated.

Your employer cannot fire you or in any other manner discriminate against you for filing a complaint with WHD.

WH1525 REV 0120

www.dol.gov/whd/govcontracts

1-866-487-9243



Our services are free and confidential.

If you think you should be paid \$10.80 per hour, give us a call.

MINIMUM WAGE PROTECTIONS FOR FEDERAL CONTRACT WORKERS



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR