

Job Site Posters for Federal Aid Projects

Placement of Posters

FHWA 1273 (Required Contract Provisions Federal – Aid Construction Contracts), Section II, Item 3, Part d states that “Notices and posters setting forth the contractor’s EEO policy will be placed in areas readily accessible to employees, applicants for employment and potential employees.”

<http://www.fhwa.dot.gov/programadmin/contracts/1273.cfm#II>

Also, 23 CFR 230.409 (e)(2)(i) states that “EEO posters are displayed in conspicuous places in a legible fashion.” http://edocket.access.gpo.gov/cfr_2009/aprqtr/pdf/23cfr230.409.pdf

Examples of placement of the Federal Job Site Posters include inside a jobsite trailer in a communal area, outside at a staging area where employees meet/break/store equipment, and etc.

Note, if posters are placed outside they will need to be weatherproofed and follow vehicle recovery guidelines if placed in the right-of-way.

List of Posters

* Sources : <http://www.fhwa.dot.gov/programadmin/contracts/poster.cfm> and

<http://www.dol.gov/osbp/sbrefa/poster/matrix.htm>

(January 11, 2010)

Form #	Poster Title	Additional Information
OFCCP 1420 Revised 2008	Equal Opportunity is the Law	http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf (English - November 2009) http://www.dol.gov/ofccp/regs/compliance/posters/pdf/eeosp.pdf (Spanish - November 2009) Required by Executive Order 11246, as amended; Section 503 of the Rehabilitation Act of 1973, as amended; 38 U.S.C. 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; 41 CFR Chapter 60-1 .42; 41 CFR 60-250.4(k); 41 CFR 60-74 1.5(a); and FHWA-1273, §II(3)(d). Available at USDOL website in English, Spanish, and Chinese by telephone at 1-888-9-SBREFA, or by email at Contact-OSBP@dol.gov .
	Contractor's EEO policy statement	Required by 41 CFR 60-741.44 through FHWA-1273, §II(1)(b).
	Letter appointing contractor's EEO officer for project	Required by 41 CFR 60-741.44 through FHWA-1273, §II(1)(b).
FHWA-1022 Revised 9/1994	Notice - Federal Aid Projects	http://www.fhwa.dot.gov/programadmin/contracts/fhwa1022.pdf (English - September 1994) False statements notice. Required by 18 CFR 1020 and 23 CFR 635.119 Available on FHWA website.

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FHWA-1495 Revised 1981	Wage Rate Information	<p>http://www.fhwa.dot.gov/programadmin/contracts/fhwa1495.pdf (English - September 1981)</p> <p>May be substituted for WH-1321 per FHWA-1273, §IV(1)(a). Available on FHWA website.</p>
WH-1321 Revised 1/1986	Notice to Employees	<p>http://www.dol.gov/whd/regs/compliance/posters/fedprojc.pdf (English - April 2009)</p> <p>Davis-Bacon wage rate poster. Required by 29 CFR 5.5(a)(1) and FHWA-1273, §IV(1)(a). Enforcement by STA and/or USDOL. Available at USDOL website, by telephone at 1-888-9-SBREFEA, or by email at Contact-OSBP@dol.gov.</p>
	Actual wage rates ¹	Required by both FHWA-1495 and WH-1321.
OSHA-3165 Revised 2006	Job Safety & Health Protection	<p>http://www.osha.gov/Publications/osha3165.pdf (English - December 2006)</p> <p>Required by 29 USC 657(c), 29 CFR 1903.2 through FHWA-1273, §VIII(1). Enforcement through OSHA. Available at USDOL website in English and Spanish, by telephone at 1-888-9-SBREFEA, or by email at Contact-OSBP@dol.gov.</p>
	Emergency phone numbers	Required by 29 CFR 1926.50(f) through FHWA-1273, §VIII(1) except on areas with 911 for emergencies
WH-1088 Revised 6/2007	Your Rights - Federal Minimum Wage	<p>http://www.dol.gov/whd/regs/compliance/posters/minwage.pdf (English - July 2009)</p> <p>http://www.dol.gov/whd/regs/compliance/posters/minwagesp.pdf (Spanish - July 2009)</p> <p>Needed on projects where Davis-Bacon rates do not apply per 29 USC 211, 29 CFR 516.4 posting of notices. Enforcement by USDOL. Available at USDOL website in English and Spanish, by telephone at 1-888-9-SBREFEA, or by email at Contact-OSBP@dol.gov</p>
WH-1284 Revised 7/2007	Notice to Workers with Disabilities Paid at Special Minimum Wages	<p>http://www.dol.gov/whd/regs/compliance/posters/disabc.pdf (English - July 2009)</p> <p>Required by 29 CFR 525.14/ Enforcement by USDOL. Available at USDOL website in English and Spanish, by telephone at 1-888-9-SBREFEA, or by email at Contact-OSBP@dol.gov</p>
WH-1420 Revised 8/2001	Your Rights under the Family and Medical Leave Act of 1993	<p>http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf (English - January 2009)</p> <p>Required by 29 CFR 825.300 and 825.400 for employers of more than 50 people. Enforcement by USDOL. Available at USDOL website in English and Spanish, by telephone at 1-888-9-SBREFEA, or by email at Contact-OSBP@dol.gov</p>

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WH-1462 Revised 6/2003	Notice: Employee Polygraph Protection Act	http://www.dol.gov/osbp/eppac.pdf (English - June 2003) Required by 29 CFR 801.6. Enforcement by USDOL. Available at USDOL website in English and Spanish, by telephone at 1-888-9-SBREFEA, or by email at Contact-OSBP@dol.gov
	Water quality related information (Example: NPDES Notice of Intent)	Project specific. Need to check with the agency administering the NPDES program in the project area for posting requirements. Enforcement by that agency.
	Whistleblowers Know Your Rights (ARRA)	http://www.fhwa.dot.gov/economicrecovery/whistleblowersposter.pdf (English - 2009)

¹ Actual wage rates are customarily included in the Contract Proposal.