

The Bulletin Board

The Prime Contractor must erect a bulletin board on the construction site for posting the notices required by the Federal and State laws.

Location:

- The bulletin board must be *located in a conspicuous place* and be available at all times to employees and applicants for employment;
- Do not post documents inside company trailers that are closed during non-work hours. You can, however, mount the bulletin board to the trailer siding as long as it is accessible; and
- The bulletin board may be erected behind chain fencing that may deter theft and vandalism, but not so far from the fence to be unreadable. If you use posters with extremely fine printing, this is not an option.

Construction and Maintenance of the Construction Site Bulletin Board:

- The bulletin board should be constructed so that the posters are weatherproofed as much as possible;
- If the posters are vandalized, replace them; and
- When posters fade, replace them. Colors are especially susceptible to fading. These posters may need to be changed often during the Project's construction. Posters too faded to read all wording are not in compliance.

REQUIRED POSTERS:

FEDERAL POSTERS

NOTICE

The highway construction industry on this location is Federal or Federal-aid project and is subject to applicable State and Federal laws, including Title 18, United States Code, Section 1020, which reads as follows:

Whoever, being an officer, agent, or employee of the United States, or of any State or Territory, or whoever, whether a private association, firm, or corporation, knowingly makes any false statement, false representation, or false report as to the character, quality, quantity, or the cost of the material used to be used, or the quantity or quality of the work performed or to be performed, or the costs thereof in connection with the submission of plans, maps, specifications, contracts, or cost of construction of any highway or related project submitted for approval to the Secretary of Transportation; or

Whoever knowingly makes any false statement, false representation, false report, or false claim respect to the character, quality, quantity, or cost of any work performed or to be performed, or furnished or to be furnished, in connection with the construction of any highway or related project by the Secretary of Transportation; or

Whoever knowingly makes any false statement or false representation as to a material fact in statement, certificate, or report submitted pursuant to the provisions of the Federal-aid Road Act July 11, 1916 (39 Stat. 355), as amended and supplemented.

Shall be fined under this title or imprisoned not more than five years, or both.

Any person having reason to believe this statute is being violated should report the same to the agency representative(s) named below.

Agency Representative

Agency Representative

Ask the Area KDOT Construction Office for the Information to Type in the Boxes
1-800-455-9377

Form FHWA 1022-9-98

1. Notice - Federal Aid Projects - Fraud Notice. (Form FHWA 1022 Rev. 8/98). *Required by 18 C.F.R. 1020 AND 23 C.F.R. 635.119.* Points out the consequences of impropriety on the part of any Contractor or Department employee working on Projects. *Send FAX order to: (301) 386-5394* with requestor's name, shipping address, and the number of posters requested. For additional information, call (301) 322-5377. The notice must have the information completed and/or stamped in the boxes. Ask the Area KDOT Construction Office for the information to type in the boxes.

2. Wage Rate Information. (Form FHWA 1495 Rev 9/81) Spanish Version (1495a Rev. 3/91). *Required by FHWA 1273.* May be substituted for Form USDOL-1313. Points out that the Project is subject to the minimum wage rate provisions of Section 113, United States Code and the overtime Rate Provisions of the Work Hours Act of 1962. Attached to this poster will be an approved list of wage rates and job classifications, as modified or amended, that appears in the contract. *Send FAX order to: (301) 386-5394* with requestor's name, shipping address, and the number of posters requested. For additional information, call (301) 322-5377. (Copy the wage rates from the contract and attach with the poster). The document must have the information completed and stamped in the boxes. Ask the Area KDOT Construction Office for the information to type in the box. Both FHWA-1495 and USDOL-1313 require actual wage rates.

Important

U.S. Department of Transportation

U.S. DEPARTMENT OF LABOR

Wage Rate Information
Federal-Aid Highway Project

Construction work on this project is subject to the minimum wage rate provisions of Section 113, Title 28, United States Code and the overtime wage provisions of the Contract Work Hours and Safety Standards Act.

As an employee of the contractor or a subcontractor, you are entitled to be paid not less than the hourly rate for the particular classification of work performed as set forth in the schedule offered below.

The schedule offered below contains no minimum wage rates for the following employee:

1. Apprentices properly registered under approved Federal or State apprenticeship programs. Each approved program contains the applicable rates.
2. Persons employed pursuant to apprenticeship and skill training programs which have been certified by the Secretary of Transportation as promoting equal employment opportunity in connection with Federal-aid highway construction programs. Programs thus certified will set forth the rates applicable.

Call any failure to receive the required rates to the attention of the representative of the contracting agency shown below or the nearest representative of the Federal Highway Administration.

(See highway department representative)

Agency Representative

Additional information may be obtained from the Federal Highway Administration, Washington, D.C. 20590.

Any communication should list the name, location, and type of project, the name of the contractor and his address, your name and address, and a statement of what you do, what rate you are paid, and what rate you think you should be paid.

(Attach Secretary of Labor minimum wage rate schedule)



3. Equal Opportunity is the Law Poster. (Form EEOC- P/E-1). Spanish version available. *Required by 41 C.F.R. 60-1.4(b)(1).* Points out that Title VII of the Civil Rights Act of 1964 and Executive Order 11246 prohibit discrimination. To order: US Dept. of Labor, Wage and Hour Div., 200 Constitution Ave. NW, Room S-3502, Washington, DC. 20210. Also available at

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



4. Contractor's EEO Policy Statement and Letter Appointing the company's EEO Officer for the Project. *Required by 41 C.F.R 60-741.44.* The Contractor must post the EEO Policy Statement. Additionally, the EEO Policy should be filed annually with KDOT, Office of Engineering Support, Docking State Office Building, Topeka, KS 66612. The Policy, at the minimum, will include all of the following:

- The statement that it is company policy not to discriminate against any applicant for

employment, or any employee because of race, color, religion, national origin, disability, age, sex, or veteran status. That the company will take Affirmative Action to insure that the Policy is implemented;

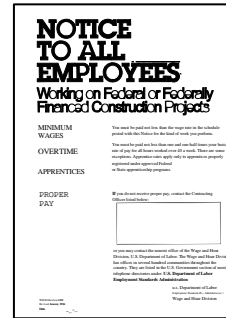
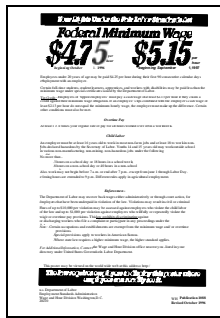
- A statement that all applicants and employees will continue to be compensated, trained, advanced, demoted, terminated, hired, and transferred solely on the basis of the individual's merit;
- The statement of encouraging minorities and women, special disabled veterans, veterans of the Vietnam Era and qualified disabled persons to make application for employment or to apply for training in an approved On-the-Job Training or Apprenticeship Program. And, that it is the Policy of the company to satisfy special accommodations for qualified disabled individuals;
- A statement pertaining to a working environment free of harassment, intimidation, and coercion at all job-sites;
- The statement that it is company policy that all job-sites and facilities, including company activities are non-segregated, except that separate or single-user toilet

and necessary changing facilities shall be provided to assure privacy between the sexes;

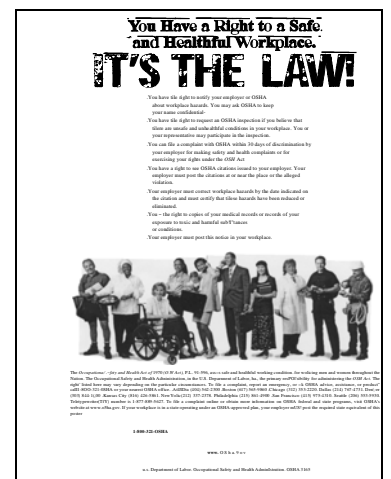
- The name, address and telephone number of their EEO Officer;
- The document must be printed on company letterhead;
- The company's President must sign the document; and
- The Policy must be reviewed and dated for the current year.

5a. **Your Rights - Federal Minimum Wage (Form WH 1088) Spanish version available and Notice to Employees (Form WH 1313 Rev. 10/96) and Notice to All Employees (Form WH 1321) Posters.** *Davis-Bacon wage rate poster required by 29 C.F.R. 5.5(a)(1).* Form WH 1088 - **Required** on Projects where Davis-Bacon wage rates are not established. Available at <http://www.dol.gov/dol/osbp/public/sbrefa/poster/main.htm> or write to: US Dept of Labor, Wage and Hour Div., 200 Constitution Drive NW Rm. S-3502, Washington, D.C. 20210

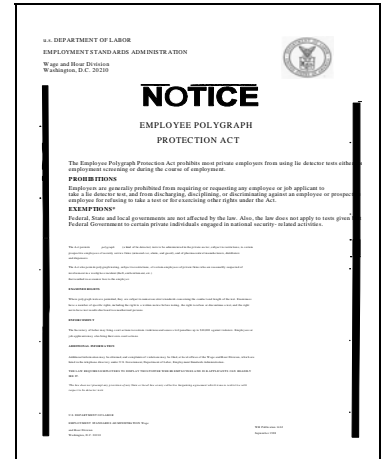
b. **Actual wage rates are required by both FHWA 1495 and WH 1321.**



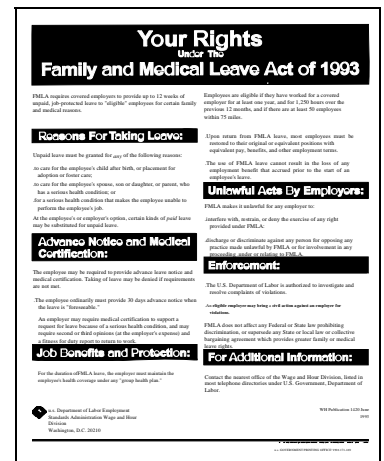
6. **Safe Workplace Poster.** (OSHA Form 3165); Spanish Version (Form 3167). *Required by 29 C.F.R. 1903.2(a)(1).* The Contractor is required under the provisions of OSHA to post this poster in a conspicuous place. Available at <http://www.dol.gov/dol/osbp/public/sbrefa/poster/main.htm>. To order posters write: US Dept of Labor, Wage and Hour Div., 200 Constitution Drive NW Rm. S-3502, Washington, D.C. 20210 or call (800) 362-2896 - within KS or (202) 693-1888 - if requesting small number of posters.



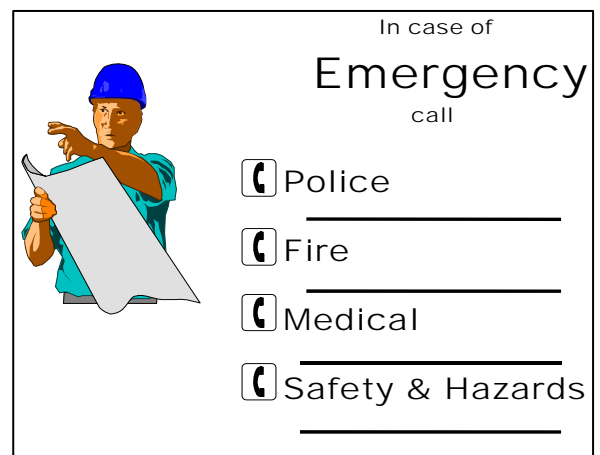
7. **Polygraph Notice.** (Form WH 1462 Rev. 9/88) Spanish Version (Form 1462 Sp.); If employer is engaged in interstate commerce. Required by 29 C.F.R. 801.6. Available at <http://www.dol.gov/dol/osbp/public/sbrefa/poster/main.htm> or write: US Dept of Labor, Wage and Hour Div., 200 Constitution Drive NW Rm. S-3502, Washington, D.C. 20210.



8. **Your Rights Under the Family and Medical Leave Act of 1993.** (Form WH1420 rev. 6/93) Spanish version (Form WH-1420 sp.); Required by 29 C.F.R. 825.300(a). For employers of more than fifty employees. You may obtain this poster by contacting <http://www.dol.gov/dol/osbp/public/sbrefa/poster/main.htm> or write US Dept of Labor, Wage and Hour Div., 200 Constitution Drive NW Rm. S-3502, Washington, D.C. 20210



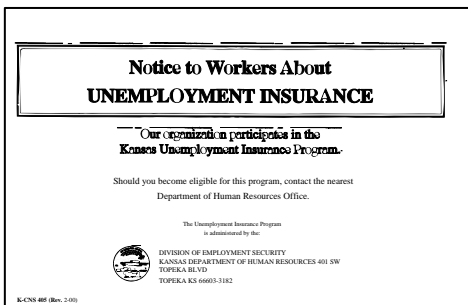
9. **24 - Hour Emergency Numbers.** Post numbers to call in the event of any emergency. The company's name and emergency number or 911 should be included to report any safety or hazard problem that occurs on the job-site. Required by 29 C.F.R. 1926.50(f).



10. **Your Rights Under The Uniformed Services Employment And Reemployment Rights Act.** (Publication Date - Feb. 2005). Protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service and prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

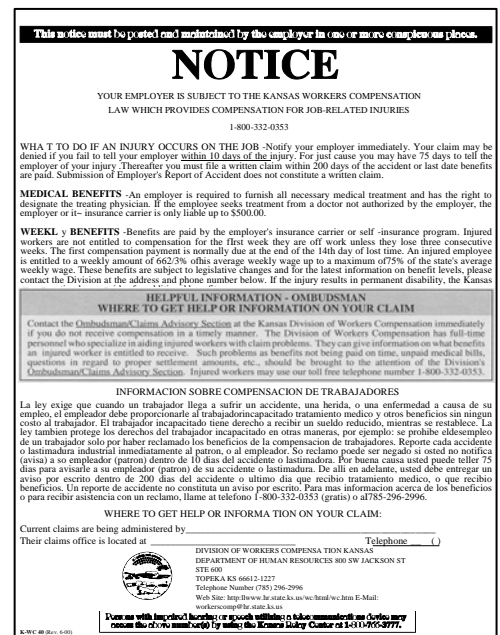


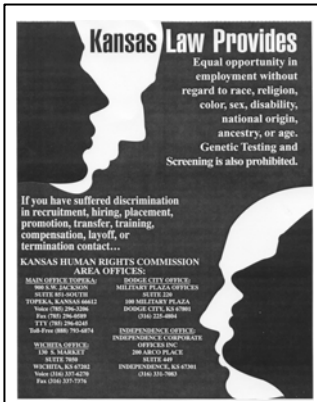
Kansas Posters



11. **Notice to Workers about Unemployment Insurance.** *Form K-CNS 405, Rev. 2/00.* To be posted by employers covered by Kansas' Unemployment Insurance Statutes. Write: Kansas Department of Human Resources, Employment Standards, 401 SW Topeka Blvd., Topeka KS 66603-3182 or call (785) 296-4062 to order posters.

12. **Your Employer is Subject to the Kansas Workers Compensation Law.** *Form K-WC 40 rev. 6/00.* To be posted by all Kansas Employers. Informs employees of Workers Compensation benefits and where to get help or information. Write: Kansas Department of Human Resources, Employment Standards, 401 SW Topeka, Blvd., Topeka KS 66603-3182 or call (785) 296-4062 to order posters. The blanks at the bottom must be completed to be in compliance.





13. Kansas Law Provides Equal Opportunity. To be posted by all Kansas Employers. Informs employees where to report discrimination. Write: Kansas Human Rights Commission, Landon State Office Bldg., 8th Floor, Suite 851 South, 900 SW Jackson St., Topeka, KS 66612-1258 or call (785) 296-8665 to order posters.

14. Notice of Hours (Child Labor). Form K-ESLR 100. Informs employees that a child under 18 years of age is prohibited from working in a vocation that has been declared to be dangerous or injurious to life, health, morals or welfare of a minor. Write: Kansas Department of Human Resources, Employment Standards, 401 SW Topeka Blvd., Topeka, KS 66603-3182 or call (785) 296-4062, to order posters.

Rev. 1/16/03

