

LABOR STANDARDS for CDBG Grant Compliance



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Labor Standards include:

- 1. Davis-Bacon and Related Acts**
- 2. Applicability Factors – When**
- 3. Applicability Factors – Who
(Responsibility)**
- 4. Choosing a Wage Decision to
accompany the Notice of Start
of Construction**

Davis-Bacon Act, Copeland Act, and CWHSSA and FLSA:

- Construction laborers and mechanics working on covered CDBG projects are paid no less than the Federal prevailing wage rate for the type of work they perform.
- Workers shall be paid weekly; deductions from workers' pay is permissible; contractors must maintain and submit certified payrolls on a weekly basis.
- Workers receive overtime pay (at time-and-a-half rate) for hours worked in excess of 40 hours in a week.

Applicability Factors – When:

- ... construction work on the CDBG project amounts to over \$2,000
- ... construction work is financed in whole or in part with CDBG funds
- ... **EXCEPT** ... when the **entire CDBG project** is strictly a “Demolition” project

Applicability Factors – Who:

- ... all laborers and mechanics employed by prime contractors and subcontractors working on the CDBG project
- ... and working on-site at the CDBG project's location

Responsibility:

- **Grantee** – is responsible for administration and enforcement of Labor Standards requirements to ensure Davis-Bacon compliance
- **Prime Contractor** – is responsible for full compliance with applicable requirements for not only its employees, but for subcontractor's employees, too

Choosing a Wage Decision



Building?

Residential?



Highway?

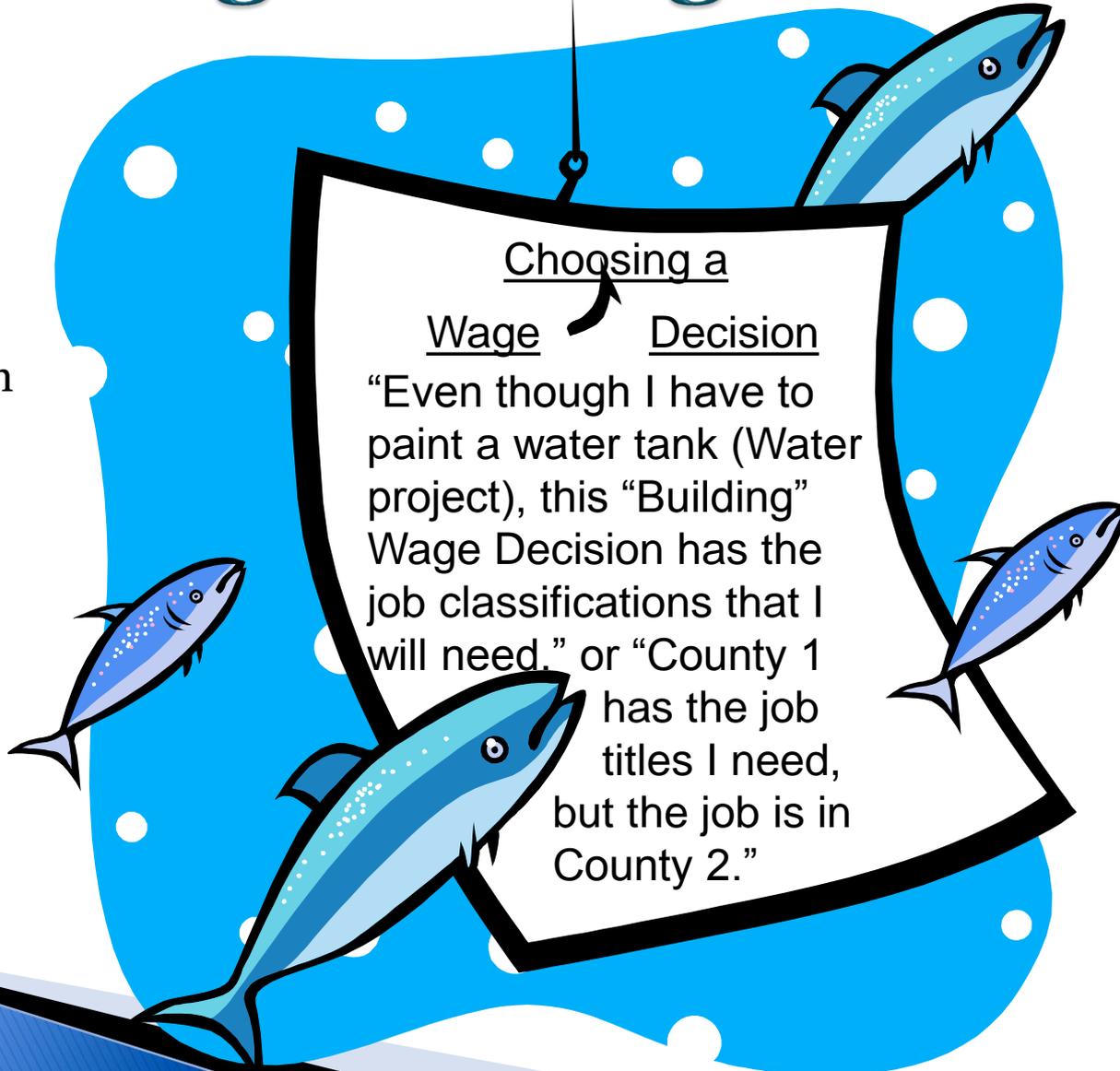
Heavy?



Choosing the Wage Decision:

Choosing the Wage Decision is based upon:

- A. The type of construction on the CDBG project
- B. The County where the CDBG project is located



How do you find the correct Wage Rates for your project's Notice of Start of Construction?

1. On the internet (Google), go to www.wdol.gov which takes you to the U.S. Department of Labor's webpage entitled "Wage Determinations Online."
2. Under the heading "Davis-Bacon Act" click on "Selecting DBA WDs" and this takes you to the "Selecting DBA Wage Decisions" webpage.
3. Scroll down to the portion that starts with the State of Alabama,
4. At "County" - click on the dropdown menu to find the county in which your project is located
5. At "Construction Type" – click on the type of construction that your project will be doing (Building, Heavy, Highway, or Residential) – for example, let's choose HEAVY – which is what water and sewer projects are.
6. At "WD Number" – click on the appropriate wage decision number:
 - AL5 is for "DREDGING PROJECTS ALONG THE GULF COAST AREA INCLUDING THE MISSISSIPPI RIVER AND ITS TRIBUTARIES TO THE OHIO RIVER"
 - AL8 is for "DREDGING CONSTRUCTION PROJECTS (SELF-PROPELLED HOPPER DREDGING ONLY)."
 - AL131 is for "Construction Type: Heavy, Including Water and Sewer Line Construction."
7. Print out that page, attach it to your project's **Notice of Start of Construction** form, and send it to the ADECA CDBG Labor Specialist as well and the ADECA CDBG program manager working on your project.

Directions on accessing ADECA's website for the Notice of Start of Construction form

1. Go to www.adeca.alabama.gov or Google ADECA to get to the ADECA homepage
 2. Click on the “Divisions” drop down menu and click on “Community and Economic Development”
 3. Click on “Community Development Programs” or scroll down to “Program Areas” and click on “Community Development Programs”
 4. Click on “Program Areas” or scroll down to “Program Areas” and click on “Community Development Block Grant (CDBG)”
 5. Scroll down and click on “Current Forms and Sample Documents”
 6. Click on “Labor Standards” for the “Notice of Start of Construction” form
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“BUILDING” Type of Construction:

- Apartment buildings that are five (5) or more stories tall
- Auditoriums
- Fire Stations
- Motels
- Museums
- Theaters

“RESIDENTIAL” Type of Construction:

- Apartment buildings that are four (4) or less stories tall
- Mobile home developments
- Multi-family houses
- Single-family houses
- Townhomes
- And “incidental” site work, parking areas, utilities, and sidewalks related thereto

“HIGHWAY” Type of Construction:

- Alleys
- Curbs
- Parking lots
- Runways
- And similar paving projects **NOT** incidental to the “Building” or “Heavy” construction categories

“HEAVY” Type of Construction:

- Dams
- Drainage projects
- Flood control projects
- Irrigation projects
- Railroad construction
- Outdoor swimming pools
- Water projects
- Sewer projects

ADECA Website

On ADECA's Website: Go to www.adeca.Alabama.gov

- ▶ Click on “Divisions” drop down menu
- ▶ Click on “Community and Economic Development”
- ▶ Click on “Community Development Programs”
- ▶ Click on “Program Areas”
- ▶ Click on “Community Development Block Grant (CDBG)”
- ▶ Click on “Current Forms and Sample Documents”
- ▶ Click on “Compliance Checklists”
- ▶ Click on “Labor Standards” for the “Labor Compliance Monitoring Checklist”
- ▶ Click on “Close Out” and then click on “Final Wage Compliance Report” for the closeout document on Labor compliance.

Any questions? Call the ADECA CDBG Labor Specialist at 334-353-0323