

<p><b><u>IMPORTANT TELEPHONE NUMBERS</u></b></p> <p><b>Mn/DOT Labor Compliance Unit</b> (LCU)(651) 366-4238</p> <p><b>Mn/DOT EEO Office</b> (651) 366-3073</p> <p><b>MN DEED (Unemployment Insurance)</b> (651) 259-7114 / (800) 657-3858</p> <p><b>MN Dept. of Human Rights</b> (651) 539-1100 / (800) 657-3704</p> <p><b>MN Dept. of Labor &amp; Industry (DOLI)</b> (651) 284-5075 / (800) 342-5354 #5</p> <p><b>MnDLI – Apprenticeship Division</b> (651) 284-5090</p> <p><b>MnDLI – OSHA Division</b> (651) 284-5050 / (800) 470-6742</p> <p><b>MnDLI – Workers Compensation Unit</b> (651) 284-5005 #3 (800) 342-5354 #3</p> <p><b>U.S. Department of Labor</b> (612) 370-3371 (866) 487-2365 (866) 444-3272 (Fringe Benefits)</p>	<p style="text-align: center;"><b><u>Compliments Of</u></b></p> <p style="text-align: center;"><b>MN/DOT OFFICE OF CONSTRUCTION AND INNOVATIVE CONTRACTING MAIL STOP 650 395 JOHN IRELAND BLVD. SAINT PAUL, MN 55155 (651) 366-4238</b></p> <p style="text-align: center;"><b>All inquiries to the LCU on your rights under state and federal regulations shall be kept confidential.</b></p>	<p style="text-align: center;"> <b>DEPARTMENT OF TRANSPORTATION</b></p> <p style="text-align: center;">An Equal Opportunity Employer</p>	<p style="text-align: center;"><b>Mn/DOT Labor Compliance Unit (651) 366-4238</b></p> <p style="text-align: center;"><b>Employee Prevailing Wage Right-to-Know Card</b></p> <p>This publication provides a brief overview of federal and state prevailing wage regulations and other applicable labor laws; It's intended for informational purposes only. For complete information contact the Labor Compliance Unit.</p> <p style="text-align: center;"><a href="http://www.dot.state.mn.us/const/labor/">www.dot.state.mn.us/const/labor/</a></p>
<ol style="list-style-type: none"> <li>1) Workers must be classified and compensated for the actual work performed regardless of the workers' skill level.</li> <li>2) The prevailing wage rate consists of two components: hourly basic rate and fringe benefit rate; together they equal the total prevailing wage rate. Workers shall be compensated at a minimum, a combination of cash and fringe benefits equaling the total prevailing wage rate for all hours worked on the project.</li> <li>3) Workers required to work in excess of 8 hours per day or 40 hours per week shall be compensated at a rate of 1.5 times the basic hourly rate plus fringe benefits as determined by the federal and/or state government.</li> <li>4) Workers shall be paid weekly on federal aid projects and shall receive a detailed earnings statement.</li> </ol>	<ol style="list-style-type: none"> <li>5) Federal and/or state prevailing wage rates shall be posted on the project site. If the rates are not available, contact the project engineer or Labor Compliance Unit (LCU).</li> <li>6) Credit toward the total prevailing wage rate for bona-fide fringe benefits shall be determined for each worker. Allowable benefits may include but are not limited to the following programs: health insurance, pension plans, holiday, vacation and sick plans.</li> <li>7) Workers must be notified in writing of any fringe benefits contributed on their behalf. Workers must be entitled to receive the benefit once all eligibility requirements have been met.</li> <li>8) Workers that do not receive fringe benefits shall be compensated at the total prevailing wage rate for all hours worked on the project.</li> </ol>	<ol style="list-style-type: none"> <li>9) A contractor cannot take deductions from wages for loss, theft, damage, or other indebtedness without the worker's written permission.</li> <li>10) If you are charged for travel, mileage, lodging or subsistence pay while working on public works projects, please contact the LCU.</li> <li>11) An apprentice is not subject to the federal and/or state prevailing wage requirements provided the apprentice is: registered with the federal and/or state Department of Labor, performing the work of his/her trade and working on the project within the proper ratio guidelines specified in the contractor's apprenticeship agreement.</li> </ol>	<ol style="list-style-type: none"> <li>12) Workers involved in the processing, manufacturing or delivery of materials to a project are subject to the prevailing wage requirements. However, exemptions may apply.</li> <li>13) To ensure proper labor classification and compensation, it's recommended that the worker complete a time card daily. The timecard shall include the start and end time, along with the total hours worked in each job classification and a description of the work performed. Workers should consider keeping a daily work journal.</li> <li>14) If a worker suspects that he/she has been underpaid, contact the projects engineer or LCU at (651) 366-4238.</li> </ol>