**Notice to Workers with Disabilities**

For Workers with Disabilities

**Paid at Subminimum Wages**

**Minimum Wage**

Under the NLRA, you have the right to:

- \*Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- \*Form, join, or assist a union.
- \*Bargain collectively through representatives of employers of employees own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- \*Discriminate in terms and conditions of employment or union organizing with your co-workers or a union.
- \*Take action with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency and seeking help from a union.
- \*Strike and picket, depending on the purpose or means of the strike or the picketing.
- \*Choose not to do any of these activities, including joining or remaining a member of a union.

Illegal conduct will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the United States Government to present your grievance, generally within six months of the actionable events. You may apply through possible solutions without your employer or employer organization's knowledge or approval, or at any time within 30 days of the facts.

**Wage and Hour Division**

The United States government's Wage and Hour Division (WHD) is responsible for enforcing Federal labor laws, which include minimum wage, overtime pay, child labor laws, and youth employment regulations, as well as prohibiting discrimination in employment. WHD also enforces OSHA’s regulations concerning workplace safety and health.

**Service Contract Act**

A “service contract” under Executive Order 13658 or EO 14026 requires that federal contractors pay workers performing on or in connection with the contract in calendar year 2024. Starting on January 1, 2024, contractors may not credit employee tips toward the EO 13658 or EO 14026.

** Walsh-Healey Public Contracts Act**

A “government contract” under the Walsh-Healey Public Contracts Act requires that federal contractors pay workers performing on or in connection with the contract in calendar year 2024. Starting on January 1, 2024, contractors may not credit employee tips toward the Walsh-Healey Public Contracts Act.

**Federal Contract Labor Act**

A “government contract” under the Federal Contract Labor Act requires that federal contractors pay workers performing on or in connection with the contract in calendar year 2024. Starting on January 1, 2024, contractors may not credit employee tips toward the Federal Contract Labor Act.

**prevailing wage rate**

The prevailing wage rate is determined by the U.S. Department of Labor based on regional wage surveys. It applies to workers performing services on or in connection with government contracts.

**prevailing wage determination**

A “prevailing wage determination” is a calculation of the wage rate that must be paid to workers performing services on or in connection with government contracts.

**prevailing wage formula**

The prevailing wage formula is used to determine the prevailing wage rate for workers on government contracts.

**prevailing wage survey**

A “prevailing wage survey” is a study conducted by the U.S. Department of Labor to determine the prevailing wage rates for workers on government contracts.

**minimum wage**

The minimum wage is the lowest wage rate that employers may pay to workers on government contracts.

**overtime pay**

Overtime pay is required for workers on government contracts who work more than 40 hours per week.

**child labor laws**

Child labor laws prohibit the employment of children under the age of 16.

**youth employment regulations**

Youth employment regulations restrict the amount of time and types of work that youth under the age of 16 can perform.

**minimum wage**

The minimum wage is the lowest wage rate that employers may pay to workers on government contracts.

**wage and hour division**

The Wage and Hour Division (WHD) is a part of the U.S. Department of Labor responsible for enforcing Federal labor laws, including the Fair Labor Standards Act (FLSA), which establishes minimum wage, overtime pay, and child labor laws, and prohibits discrimination in employment.

**service contract act**

The Service Contract Act (SCA) is a Federal law that requires federal contractors to pay workers performing on or in connection with contracts in excess of $2,500 a wage determined by the U.S. Department of Labor.

**walsh-healey public contracts act**

The Walsh-Healey Public Contracts Act is a Federal law that requires federal contractors to pay workers performing on or in connection with contracts in excess of $2,500 a wage determined by the U.S. Department of Labor.