



U.S. DEPARTMENT OF LABOR

5 Fast Facts in Construction



5 FAST FACTS:

Worker Rights on Bipartisan Infrastructure Law Construction Projects

1. **Money.** You have the right to be paid a fair wage. Workers doing construction work on covered construction projects must be paid the Davis-Bacon “prevailing wage” (depending on where the work is and the type of work they perform). Your contractor must post a Davis-Bacon Employee Rights poster and a copy of the correct wage determination at the job site in a prominent and easily accessible place where it can be easily seen. You can review the [“Employee Rights under the Davis-Bacon Act” poster](#) and wage determination to ensure you are being paid at least the prevailing wage for the work you perform. For additional assistance, please contact the Wage and Hour Division of the U.S. Department of Labor: 1-866-487-9243.
2. **Safety.** You have the right to a safe and healthy workplace. Your employer must provide a workplace free of known health and safety hazards. If you have any concerns about health and safety issues at your workplace, you have the right to speak up about them and contacting OSHA without fear of retaliation. For additional assistance, please contact the Occupational Safety and Health Administration: 1-800-321-6742.
3. **Voice.** You have the right to act with a co-worker (or co-workers) to address work related issues. For example, you can talk about your pay, join a group that refuses to work in unsafe conditions, and sign a petition asking for better hours. You also have the right to form, join or assist a union. You can organize a union to negotiate with your employer over your terms and conditions of employment. For additional assistance please contact the National Labor Relations Board: 1-844-762-6572.
4. **Fairness.** You have the right to equal treatment. Your employer cannot treat you badly or discriminate against you because of your race, color, religion, sex (including pregnancy), gender identity, sexual orientation, national origin, age (40 or older), disability, genetic information, citizenship or immigration status, or service member or veteran status. For additional assistance please contact the Equal Employment Opportunity Commission: 1-800-669-6820, Immigrant Employee Rights Section of the Department of Justice: 1-800-255-7688, Veterans’ Employment and Training Service: 1-866-487-2365, or Office of Federal Contract Compliance Programs: 1-800-397-6251.
5. **Status.** No matter your immigration or documentation status you have the right to pay, safety, voice, and fairness on construction jobs. All workers on construction jobs have right to fair pay. All employees on construction jobs have the right to safety. All employees on construction jobs have the right to form, join or assist a union. All employees on construction

jobs have the right to equal treatment.

- [Agencies](#)
- [Forms](#)
- [Guidance Search](#)
- [FAQ](#)
- [About DOL](#)
- [News](#)
- [Contact Us](#)



U.S. DEPARTMENT OF LABOR

200 Constitution Ave NW
 Washington, DC 20210
[1-866-4-USA-DOL](tel:1-866-4-USA-DOL)
[1-866-487-2365](tel:1-866-487-2365)
www.dol.gov

FEDERAL GOVERNMENT [+](#)

- [White House](#)
- [Coronavirus Resources](#)
- [Disaster Recovery Assistance Español](#)

[DisasterAssistance.gov](#)

[USA.gov](#)

[Notification of EEO Violations](#)[Read the DOL Newsletter](#)

[No Fear Act Data](#)

[U.S. Office of Special Counsel](#)[A to Z Index](#)

LABOR DEPARTMENT [+](#)

- [About DOL](#)
- [Guidance Search](#)
- [Office of Inspector General](#)
- [Subscribe to the DOL Newsletter](#)
- [Read the DOL Newsletter](#)
- [Emergency Accountability Status Link](#)

ABOUT THE SITE [+](#)

- [Freedom of Information Act](#)
- [Privacy & Security Statement](#)
- [Disclaimers](#)
- [Important Website Notices](#)
- [Plug-Ins Used on DOL.gov](#)
- [Accessibility Statement](#)

Connect With DOL



- [Site Map](#)
- [Important Website Notices](#)
- [Privacy & Security Statement](#)