



An Equal Opportunity Employer

All inquiries to the LCU on your rights under state and federal regulations shall be kept confidential.

#### IMPORTANT TELEPHONE NUMBERS

MnDOT Labor Compliance Unit (LCU) (651) 366-4238  
MnDOT Office of Civil Rights (OCR) (651) 366-3073  
MN DEED (Unemployment Insurance) (651) 296-6141  
MN Dept. Of Human Rights (651) 296-5663  
MN Dept. Of Labor & Industry (DLI) (651) 284-5005  
DLI - Apprenticeship Division (651) 284-5090  
DLI - OSHA Division (651) 284-5050  
DLI - Workers Compensation Unit (651) 284-5032 St. Paul  
(218) 733-7810 Duluth

#### U.S. Department of Labor

(612) 664-5460  
(866) 444-3272 (Fringe Benefits)

- 1) Workers must be classified and compensated for the actual work performed regardless of the workers' skill level. Check the LCU website for classification definitions.  
[Labor Compliance - MnDOT \(state.mn.us\)](http://state.mn.us)
- 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.
- 3) Workers required to work in excess of 8 hours per day or 40 hours per week shall be compensated, at a minimum, a rate of 1.5 times the basic hourly rate plus fringe benefits as determined by the federal and/or state government.
- 4) Workers shall be paid weekly on federal aid projects and shall receive a detailed earnings statement.
- 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).
- 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.
- 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.
- 8) Workers that do not receive fringe benefits shall be compensated at the total prevailing wage rate for all hours worked on the project.
- 9) A contractor cannot take deductions from wages for loss, theft, damage, or other indebtedness without the worker's written permission.
- 10) If you are charged for travel. mileage, lodging or subsistence pay while working on public works projects, please contact the LCU.
- 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.
- 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.
- 13) To ensure proper labor classification and compensation. It is recommended that the worker complete a timecard 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.
- 14) Pursuant with Minn. Stat. 177.27, Subd. 8, an employee may bring a civil action against their Employer for failure to comply with the requirements under the State Prevailing Wage Law.