

NOTICE TO BIDDERS
LABOR COMPLIANCE

Each prime contractor and all tiers of subcontractors shall comply with all labor compliance provisions in the contract and as specified in the current written MDOT procedure for prevailing wage compliance oversight. The prime contractor shall take responsibility for subcontractor and lower tier subcontractor labor compliance.

Prime contractors and all tiers of subcontractors are required to pay no less than the wage rates and fringe benefits required by federal or state law, as applicable. The rates of wages and fringe benefits to be paid to each class of construction laborers and mechanics (each employee covered by the prevailing wage requirements) by the prime contractor and by all tiers of subcontractors, shall not be less than the total combination of the wage and fringe benefit rates in the attached wage schedule(s) for the locality in which the work is to be performed. This notice shall be included in every subcontract and every subcontractor shall require that this notice be included in each succeeding tier of subcontracts.

Every prime contractor shall keep posted on the construction site, in a conspicuous place, a copy of all prevailing wage and fringe benefit rates included in the contract.

The prime contractor and every subcontractor shall actively pursue resolution of contract labor compliance issues and attend all contract labor compliance meetings and hearings. The prime contractor and subcontractor shall submit all department requested documentation within the time frame the department specifies in the written notice. All labor compliance issues are to be resolved within 60 days after receiving the department's first written notice. The department and the contractor can mutually agree in writing to extend this 60 day requirement.

The prime contractor and every subcontractor shall keep an accurate record indicating the name and classification and the actual wages and benefits paid to each employee in connection with the contract. This record shall be available for inspection by the department or its representative. The prime contractor and subcontractor must permit the department or its representative to interview employees during working hours on the project and they must advise employees that they must cooperate with department representatives during wage rate interviews.

The prime contractor is responsible for advising all subcontractors of the requirement to pay the prevailing rate prior to commencement of work and that all employees must cooperate during wage rate interviews.

Each subcontractor is liable for the payment of the prevailing rates to its employees.

The prime contractor is liable for the payment of the prevailing rates to its employees. The prime contractor is also liable for payment of prevailing rates that are not paid by their subcontractors.

A violation of state and/or federal prevailing wage laws may result in the debarment of a contractor from being awarded a contract or subcontract for the provision of goods and services to the State of Michigan for a period of up to eight (8) years. Furthermore, other actions, including, but not limited to reconciliation of records, and restitution of employees, included in state and federal laws, may be required of the contractor/subcontractor.