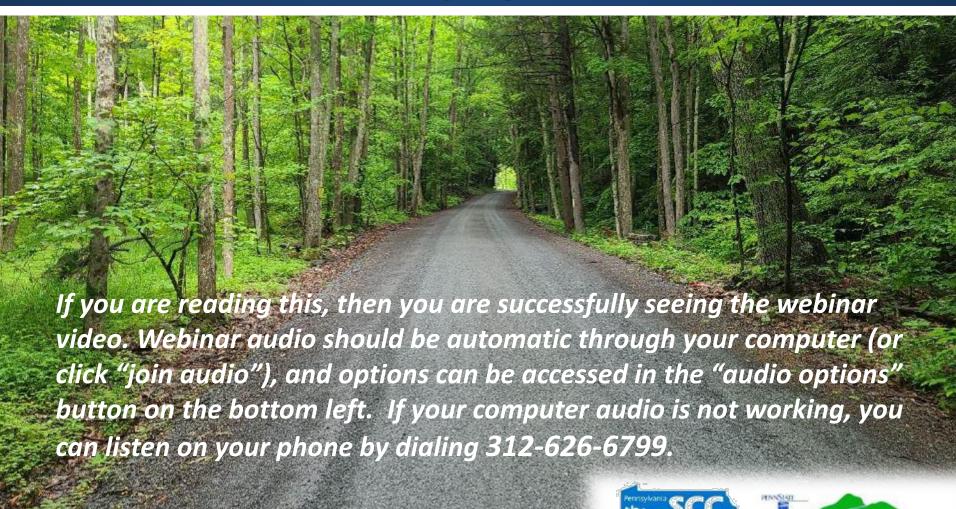
Dirt Gravel and Low Volume Road Program

### WEBINAR

# Prevailing Wage and the DGLVR Program 1/27/22 Starts at 9am

Center for Dirt and Gravel Road Studies





### Sherri Law

- Dirt, Gravel, and Low Volume Road Program
- State Conservation Commission
- shlaw@pa.gov
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- Dirt, Gravel, and Low Volume Road Program
- State Conservation Commission
- jchallenge@pa.gov
- Office: 717-772-4187

### Purpose:

- Review Q&A Form on Prevailing Wage
  - Document available online at: <u>www.dirtandgravelroads.org</u>, Program Resources, Reference Material
- Review District Record Keeping Requirements
- Answer District Questions on Prevailing Wage



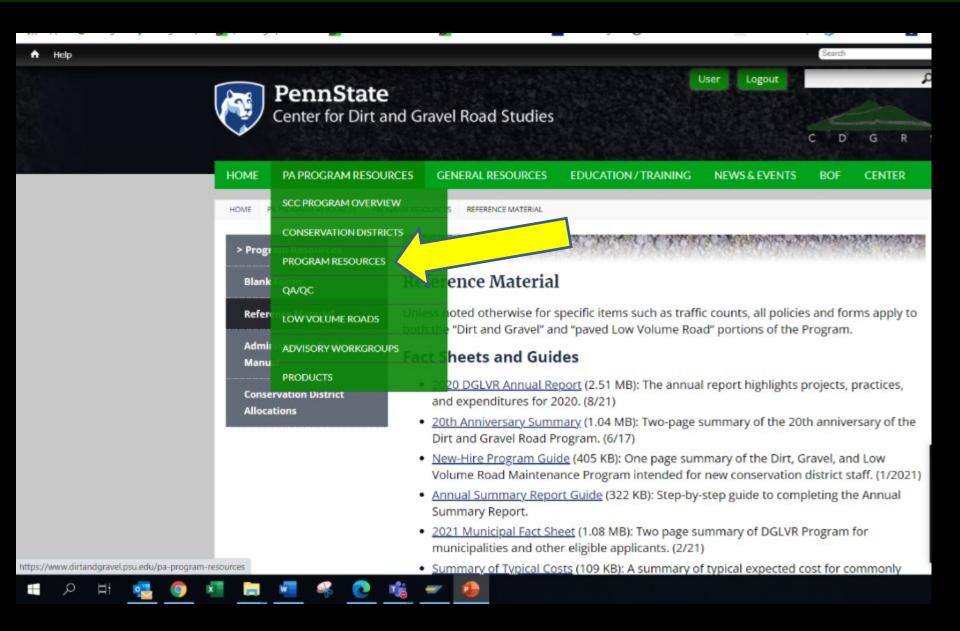
- Most of this document written by HCCD with help from Labor and Industry
- SCC & Center added and clarified a few items
- This version was OK'd by Labor and Industry 3/21

### Prevailing Wage & the Dirt, Gravel, and Low-Volume Road Program Frequently Asked Questions for Municipalities

updated 3/2021

**NOTE:** The information provided here is to help Dirt, Gravel, and Low-Volume Road (DGLVR) grant recipients understand how the Pennsylvania Prevailing Wage Act affects DGLVR Projects and is NOT an official determination on whether or not Prevailing Wage applies to a specific project. If a DGLVR grant recipient has any questions about whether Prevailing Wage applies to a specific project, they should contact the PA Department of Labor and Industry for an official determination.

### **Prevailing Wage**



### (1) What is the Pennsylvania Prevailing Wage Act?

This piece of legislation requires the "prevailing wage" rate to be paid to contracted labor for construction projects with an estimated cost of \$25,000.00 or more when public funds are involved.

### (2) Who determines prevailing wage rates?

The Bureau of Labor Law Compliance, which is part of the PA Department of Labor and Industry

# (3) When does the PA Prevailing Wage Act apply to Dirt, Gravel, and Low-Volume Road (DGLVR) projects?

When the estimated or <u>total cost of a project</u> funded in part or in whole by the DGLVR program is \$25,000 or more, any contracted labor must be paid prevailing wage. "In-kind" in the chart below for PW refers to cash or materials only, non-reimbursed municipal equipment or labor does <u>not</u> count toward the in-kind or total project cost for determining Prevailing Wage, as long as those in-kind costs are clearly identified in the grant application and final project paperwork. In-kind equipment and labor should still be reported as in-kind expenses for Program reporting purposes.

Total <u>estimated</u> project cost (DGLVR Grant + in-kind materials/cash)	Total <u>actual</u> project cost (DGLVR Grant + in-kind materials/cash)	Does Prevailing Wage apply?
\$25,000 or more	\$25,000 or more	Yes
\$25,000 or more	Less than \$25,000	Yes
Less than \$25,000	\$25,000 or more	Yes
Less than \$25,000	Less than \$25,000	No

### (4) How do I get a prevailing wage rate determination?

- Contact the Bureau of Labor Law Compliance for a prevailing wage rate determination at (717)-705-5969
- This determination can also be initiated online at <u>https://www.dlisecureweb.pa.gov/PrevWage/Pages/DetermRequest.aspx?ID=&PageType=</u>

· E	
Search Prevailing Wage Projects	
Search Criteria	
Use the fields below to search all approve All dates should be in a mm/dd/yyyy form and must include both a "from" and "to" of the project County:	nat date.
Administrator/Awarding Agency:	
Project Name:	
Project Serial Number:	If project serial number is six digits (09-9999) add a zero after the dash (09-09999)
(##-####) Determination Date Range:	

### (4) How do I get a prevailing wage rate determination?

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- This determination can also be initiated online at <u>https://www.dlisecureweb.pa.gov/PrevWage/Pages/DetermRequest.aspx?ID=&PageType=</u>
- Solicitors and DGLVR program staff can give their opinion on the Prevailing Wage Act, but ONLY the Bureau of Labor Law Compliance can make determinations.
  - If you have any doubt about whether or not prevailing wage applies to your project, contact the Bureau of Labor Law Compliance!

# (5) Why is the prevailing wage threshold for DGLVR projects \$25,000 instead of \$100,000?

In 2013, Act 89 raised the prevailing wage threshold to \$100,000 for certain funding sources, but did not include the DGLVR program as one of those funding sources. The Penn State Center for Dirt and Gravel Road Studies provides a more detailed explanation of this.

### Prevailing Wage and the PA Dirt, Gravel, and Low Volume Road Maintenance Program 5/4/2015

This document was written by the Penn State Center for Dirt and Gravel Roads, and represents a collection of information from various sources compiled for educational purposes only. This document is not meant as a comprehensive guide to Prevailing Wage. It is only intended to clarify the issue of when it applies to Dirt, Gravel, and Low Volume Road Program projects. Neither the Center nor State Conservation Commission makes prevailing wage determinations.

The threshold for paying Prevailing Wage for Dirt, Gravel, and Low Volume Road Maintenance Program projects remains at \$25,000 (not \$100,000).

### Why:

Many people are under the impression that the Prevailing Wage (PW) threshold was increased from \$25,000 to \$100,000 for Dirt, Gravel, and Low Volume Road (DGLVR) Program projects as part of the Transportation Bill (act 89 of 2013). While it is true that Act 89 raised the PW threshold to \$100,000, it also specifically defines the sources of funds that this higher threshold applies to. The language in the act, shown at right, applies to "locally funded" projects, and in section (c) goes on to define the term "locally funded" using 6

Section 40.5. Title 75 is amended by adding a section to read. § 9023. Application of Prevailing Wage Act to <u>locally funded</u> highway and bridge projects.

(a) Public work.—For locally funded highway and bridge projects, the term 'public work' as used in the act of August 15, 1961 (P.L.987, No.442), known as the Pennsylvania Prevailing Wage Act, shall mean construction, reconstruction, demolition, alteration and repair work, other than maintenance work, done under contract and paid for in whole or in part out of the funds of a public body if the estimated cost of the total project is in excess of \$100,000. The term shall not include work performed under a rehabilitation or manpower training program.

(b) Applicability.--This section shall apply to a contract entered on or after the effective date of this section.

(c) Definition.--As used in this section, the term "locally

# (6) Can I split my project into different phases to avoid paying prevailing wage?

- If you complete work for your DGLVR-funded project in multiple phases over the life of one DGLVR grant, the work is still considered one project and prevailing wage applies if the total project cost is \$25,000 or more
- If you receive two different DGLVR grants for the same road in different years, prevailing wage is determined for each project separately

- (7) My DGLVR grant is over \$25,000. What if the municipal road crew completes part of the project and a contractor completes part of the project?
- The portion of work completed by municipal employees is not subject to prevailing wage because it is not contracted labor, but it does count towards the total cost of the project if those costs are reimbursed as part of the grant. Nonreimbursed labor and equipment provided by the municipality do not count toward the total cost of the project, as long as those costs are clearly identified in the grant application and final project paperwork.
- Since the total cost of the project is over \$25,000, prevailing wage must be paid to any contracted labor, regardless of how much of the project the contractor works on.

(8) My DGLVR grant is over \$25,000, but two contractors each complete part of the project and each part costs less than \$25,000. Do the contractors still need to be paid prevailing wage?

Yes, the total cost of the project is still over the prevailing wage threshold of \$25,000, so the contractors must be paid prevailing wage

- (9) Prevailing Wage applies to construction projects, but not maintenance projects. How do I know whether my project is construction or maintenance?
- For the Prevailing Wage Act, maintenance work is defined as "the repair of existing facilities when the size, type or extent of such facilities is not thereby changed or increased" 43 P.S. § 165-2(3).
- The Bureau of Labor Law Compliance provides guidance on which PennDOT Treatments are considered construction and maintenance (see attached pages from the PA Department of Labor and Industry's website). NOTE: This list is only guidance and the Bureau retains the authority to determine PA prevailing wage requirements.
- DGLVR projects are required to provide an improvement to the road and therefore are almost always considered construction for the purpose of prevailing wages.

### **Prevailing Wage**

- (9) Prevailing Wage applies to construction projects, but not maintenance projects. How do I know whether my project is construction or maintenance?
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## Interpretation of Maintenance Work for Road Pro Under Pennsylvania Prevailing Wage Act

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tant Note: Labor & Industry reviews the facts particular to the project and utilizes other relevant court

ction projects (construction, reconstruction, domnition

### Prevailing Wage/PennDOT Treatments Comments

	Den-H
Work	Maintenance
Crack Scaling	Maintenance
	Maintenance
Seal Coat	Maintenance
Slurry Seal Ralumac application	Maintenance
Microsurfacing	Maintenance
	Maintenance
Fog Seal	Maintenance
Scrub Seal Ultrathin Friction Course	Construction
	Construction
Repaving Cold In-Place Recycling	Construction
Hot In-Place Recycling	Construction
and without I	
(Wearing Course)	Construction  May be maintenance
(Wearing Course) Leveling Course with Thin HMA Overlay	Construction May be maintenant incidental to pothol

# (10) How much more does prevailing wage cost than other labor rates?

- Prevailing wage rates vary by location and project. The rates for your project are not set until you receive your rate determination from the Bureau of Labor Law Compliance.
- To estimate how much prevailing wage might cost when planning your DGLVR project, you can use past prevailing wage rates from similar projects.
  - talk to your neighboring municipalities about how much their prevailing wage rates were
  - you can search for registered prevailing wage projects and view their rates on the Department of Labor and Industry's website here: <a href="https://www.dli.pa.gov/Individuals/Labor-Management-Relations/Ilc/prevailing-wage/Pages/Prevailing-Wage-App.aspx">https://www.dli.pa.gov/Individuals/Labor-Management-Relations/Ilc/prevailing-wage/Pages/Prevailing-Wage-App.aspx</a>

### **Prevailing Wage**



DLI > Individuals > Labor Management Relations > Labor Law Compliance > Prevailing Wage > Prevailing Wage App

### Prevailing Wage

Prevailing Wage Rates Determination Request Form

Print Prevailing Wage Rates Determination Request Form

Prevailing Wage Rates Determination Search

# (11) If the Prevailing Wage Act applies to my project, who gets paid prevailing wage?

- Municipal employees are not contractors and therefore do not need to be paid prevailing wage
- All contracted labor actively involved in construction, <u>including</u>
   <u>owner/operators</u> of a contracting business, must be paid prevailing wage
- Supervisory personnel do NOT need to be paid prevailing wage
  - Supervisory personnel inspect/provide guidance on site. If they
    actively participate in the construction, such as by picking up a shovel
    to help spread aggregate, they should be paid prevailing wage for the
    hours they spend actually doing road construction
- Vendors whose sole involvement in the project is delivering materials on site, including truck drivers delivering aggregate, do NOT need to be paid prevailing wage
  - Trucks delivering aggregate/pavement into a paver are vendors
  - If a truck delivers aggregate and then stays on site, is loaded with debris, and hauls it off site, the truck is no longer considered a vendor and the driver should be paid prevailing wage for the time spend participating in project work

# (12) As a DGLVR grant recipient, what are my responsibilities in regards to the Prevailing Wage Act?

- It is the grant recipient's responsibility to contact the Bureau of Labor Law Compliance for a prevailing wage rate determination on your DGLVR project
- If prevailing wage applies to your project, you (grant recipient) must bid the project as a prevailing wage project and include the prevailing wage rates in the contract with your contractor
- The prevailing wage determination is valid for 120 days from the date of issue. If there is no signed contract within 120 days, you will need to request a new project serial number

# (13) What if the Prevailing Wage Act applies to my DGLVR project and I (grant recipient) didn't know?

- You (grant recipient) are still required to pay prevailing wage and can do so without additional fees or consequences
- Notify the contractor, contact the Bureau of Labor Law Compliance to obtain a rate determination, and provide a copy of the certified payroll to the Conservation District to verify that you have followed the provisions of the Prevailing Wage Act

# (14) What happens if I (a municipality/public entity) don't pay prevailing wage when required?

- If a municipality/public entity does not pay its contracted labor the prevailing wages legally required, that is a civil matter between the municipality/public entity and the contractor
- You (grant recipient) can rectify the situation by paying the difference in wages due to the contractor
- If the municipality/public entity refuses to pay prevailing wages when required, it may be considered an administrative matter that could equal a "potential debarment proceeding and legal proceeding against a contractor."

# (14) What happens if I (a municipality/public entity) don't pay prevailing wage when required?

 If the municipality/public entity refuses to pay prevailing wages, the District can not use DGLVR funds to pay for the project

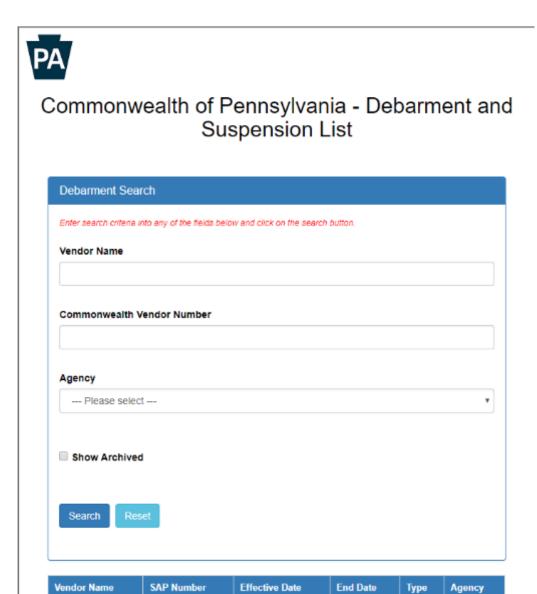
# (15) What if my contractor doesn't want to pay prevailing wage to themselves and/or their employees?

- If the contractor is working on a DGLVR project that totals \$25,000 or more, they are required by law to comply with the Pennsylvania Prevailing Wage Act.
- Small "owner/operator" contractors where the owner performs all the work are still required to pay themselves prevailing wage.
- If the contractor does not pay prevailing wage (even to themselves) when required by law, they can be debarred from working on publicly funded projects for up to 3 years. The company's name and owner's name are published on a debarment list so that municipalities and other public entities know that the contractor is ineligible to work on their public projects.

### **Prevailing Wage**

### **Debarment Search:**

https://www.dgs.internet.s
tate.pa.us/debarmentsearc
h/debarment/index



# (15) What if my contractor doesn't want to pay prevailing wage to themselves and/or their employees?

 If the contractor refuses to pay prevailing wages, the District can not use DGLVR funds to pay for the project

# (16) What if my project also includes federal funding and falls under Davis-Bacon requirements?

 If the requirement to use Davis-Bacon wages is in writing, the Department of Labor and Industry will accept their guidelines for wages. Therefore, PA prevailing wage rates are not required.

### **Prevailing Wage**

### **Additional Pages**

DGLVR projects are required to provide an improvement to the road and therefore are almost always considered construction for the purpose of prevailing wages.

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mwith, 2006). ant Note: Labor & Industry reviews the facts particular to the project and utilizes other relevant court

ction projects (construction, reconstruction, days

### evailing Wage/PennDOT Treatments Comments

CVO	Designation	
Work	Maintenance	
ack Sealing	Maintenance	
	Maintenance	
eal Coat	Maintenance	
Slurry Seal Ralumac application	Maintenance	
Ralumac application	Maintenance	
Microsurfacing	Maintenance	
Fog Seal	Maintenance	
Scrub Seal Ultrathin Friction Course	Construction	
	Construction	
Repaying	Construction	
Cold In-Place Recycling		
Hot In-Place Recycling Milling with and without Thin HMA Overlay	Construction	
Milling with and Widness (Wearing Course) (Wearing Course)	Construction	May be maintenant
(Wearing Course) Leveling Course with Thin HMA Overlay	Construction	incidental to pothe

version 5/2019

### DIRT, GRAVEL AND LOW VOLUME ROAD MAINTENANCE PROJECT AGREEMENT BETWEEN

COUNTY CONSERVATION DISTRICT AND
Now, this day of,, theCounty  Conservation District ("district") and
, known wherein as the "project participant", agree as
follows:
(1) will conduct, or cause to be conducted, a road maintenance project on specified portions of
conduct, or cause to be conducted, a road maintenance project on specified portions of
in accordance the Application and Work Plan attached hereto.
(2) This project will be conducted in accordance with standards that prohibit th use of materials or practices that are environmentally harmful and in accordance with a application and work plan attached hereto and incorporated herein. Any changes or modifications to the work plan will be performed to the satisfaction of the district.
(3) This project will be conducted in accordance with the "General Contract Provisions" required by the State Conservation Commission ("Commission"), the "Dirt, Gravel and Low Volume Road Maintenance Program Statement of Policy" which is hereby incorporated by reference and can be found at <a href="https://www.dirtandgravelroads.org">www.dirtandgravelroads.org</a> , as adopted by the Commission and as may be amended from time to time, and the environmental standards approved by the Quality Assurance Board, which are attached hereto and incorporated herein.
(4) The project participant agrees to provide documentation to the district that a required federal, state, or local permits have been obtained prior to project commencement on the portion of the project requiring a permit, and further agrees to comply with all such permits as a condition of performing this agreement.
(5) The project participant shall ensure that this contract and all other arrangements entered into pursuant to the implementation of this contract are in conformance with all applicable local, state, and federal laws, rules, and regulations. This includes prevailing wage act requirements that must be followed for any contracts where the total project value is in excess of \$25,000.
(6) The district agrees to fund the eligible costs for this project in an amount up to, but not exceeding, \$ This contract can be amended using the Program's "Contract Amendment Form" up to an additional 20% of the original contract amount identified here, at the discretion of the district.
(7) The project funds will be disbursed by the district to in accordance with the attached schedule of payments.

Page 1 of 2

(8) A project participant shall maintain a separate accounting of funds received under the program.

- (9) Records must be kept for seven years from the date of project completion.
- (10) The Commission will have access to all relevant program documents during that time.
- (11) Neither the district nor the Quality Assurance Board shall be held responsible for any loss of life, personal injury, or property damages of any kind incurred in performing or completing the work or duties under this contract.
- (12) The project participant agrees to work concurrently with the district to complete a copy of the Project Completion Report when the project is completed.
- (13) The project participant shall provide the district notice of at least \_\_\_\_\_days prior to project commencement.
- (14) The project participant shall complete the project no later than \_\_\_\_\_\_,
  unless an extension of time is approved by the district.
- (15) The project participant shall obtain and satisfy all requirements as determined by the district.
- (16) This document and the attachments hereto constitute the entire agreement between parties.

WHEREFORE, the parties have set their hands on the date indicated, intending to be bound hereby.

FOR THE DISTRICT	:	FOR:			
(Signed)	(Date)	(Signed)	(Date)		
(Print Name)		(Print Name)			
(Title)		(Title)			

List of Attachments:

Attachment A - Grant Application and Workplan (project specific)

Attachment B - General Contract Provisions (PA standard)

Attachment C – Statement of Policy, incorporated by reference, available at www.dirtandgravelroads.org

Attachment D - Quality Assurance Board Standards (county specific)

Attachment E - Schedule of Payments (project specific)

Attachment F - Prevailing Wage Notification Letter (project specific)

Attachment G - Prevailing Wage Certified Statement of Compliance (project specific)

Page 2 of 2

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- Attachment F Prevailing Wage Notification Letter (project specific)
- Attachment G Prevailing Wage Certified Statement of Compliance (project specific)

Page 2 of 2

### **Project Hard File Webinar**

# Attachment F Prevailing Wage Notification Letter

Attachment F

Date:

Pa Dirt, Gravel, and Low Volume Road Program

### **Prevailing Wage Notification and Acknowledgment Form**

### Conservation District Notification to Grant Recipient

The	Conservation District is providing
(district name)	(grant recipient)
this letter as an attachmer	nt to the Dirt, Gravel, and Low Volume Road contract on
	Road regarding the grant recipient's responsibility to meet
(road name / #)	The second state and a second
	ents. For projects exceeding a total project value of \$25,000, the grant
	evailing wage determination through the Department of Labor and
Industry (DLI) and included	d it with the bid package for any contracted labor. Municipal employees
are not subject to prevailing	ng wage law.
By signing this form	n, the grant recipient acknowledges receipt of prevailing wage
requirements from the Co	nservation District. If you have any questions regarding prevailing wage
please contact the PA Dep	artment of Labor and Industry, Bureau of Labor Law Compliance, at
800-932-0665, or visit: http	s://www.dli.pa.gov/Individuals/Labor-Management-Relations/IIc/prevailing-wage
	ipient Acknowledgement to Conservation District
	ipient Acknowledgement to Conservation District  I have read and understand the above notification to
I hereby acknowledge that	I have read and understand the above notification to
I hereby acknowledge that	I have read and understand the above notification to to to comply with Pennsylvania's prevailing wage law.
I hereby acknowledge that (grant recipient)	I have read and understand the above notification to to to comply with Pennsylvania's prevailing wage law.
I hereby acknowledge that (grant recipient)	t have read and understand the above notification to to to comply with Pennsylvania's prevailing wage law.

### **Project Hard File Webinar**

### WEEKLY PAYROLL CERTIFICATION FOR PUBLIC WORKS PROJECTS

CONTRACTOR ADDRESS						100	BCON	TRACTOR S							LABOR & INDUSTRY	
PAYROLL NUMBER	WEEK	ENDIN	G DATE	PROJE				N			PROJECT #			28	U OF LABOR LAW COME EVAILING WAGE DIVISI TH & FORSTER STREET HARRISBURG, PA. 1712 1-800-932-0665	ION IS
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### **Project Hard File Webinar**

# Attachment G – Prevailing Wage Certification of Compliance

Note: Must be notarized

### THE NOTARIZATION MUST BE COMPLETED ON FIRST AND LAST SUBMISSIONS ONLY. ALL OTHER INFORMATION MUST BE COMPLETED WEEKLY.

\*FRINGE BENEFITS EXPLANATION (FB): Bona fide benefits contribution, except those required by Federal or State Law (unemployment tax, workers' compensation, income taxes, etc.)

Please specify the type of benefits provided and contributions per hour:

	nsion or retirement		
Life	e insurance		
	sability		
Vac	eation, holiday		
Oth	her (please specify)		
	CERTIFIED ST	ATEMENT OF COMPLIA	NCE
Th	e undersigned, having executed a contract wi	th	
		(AWARDING AGENCY, CI	ONTRACTOR OR SUBCONTRACTOR)
_			fied project, acknowledges that:
(a)	The prevailing wage requirements and the	predetermined rates are incli	aded in the aforesaid contract.
(b)	Correction of any infractions of the afores	aid conditions is the contract	or's or subcontractor's responsibility.
(c)	It is the contractor's responsibility to inclu- any subcontract or lower tier subcontract		irements and the predetermined rates in
Th (a)	e undersigned certifies that: Neither he nor his firm, nor any firm, corp by the Secretary of Labor and Industry pu 15, 1961, P.L. 987 as amended, 43 P.S.§ 1	rsuant to Section 11(e) of the	
(b)	No part of this contract has been or will be corporation or partnership in which such s		
	statute.	accountactor has an interest to	decoursed parsuant to the attorementation
Th (a)	statute. se undersigned certifies that:		•
	statute.  be undersigned certifies that: the legal name and the business address o  The undersigned is:   a single propriet	f the contractor or subcontrac	tor are:
(a)	statute.  be undersigned certifies that: the legal name and the business address o  The undersigned is:   a single propriet  a partnership	f the contractor or subcontractorship  a corporation of the organization (description)	rganized in the state of
(a)	statute.  be undersigned certifies that: the legal name and the business address o  The undersigned is:  a single propriet a partnership	f the contractor or subcontractorship  a corporation of the organization (description)	rganized in the state of
(a)	statute.  be undersigned certifies that: the legal name and the business address of  The undersigned is:  a single propriet a partnership  The name, title and address of the owner,	f the contractor or subcontractorship  a corporation on their organization (descripantners or officers of the corporation)	rganized in the state of
(a)	statute.  be undersigned certifies that: the legal name and the business address of  The undersigned is:  a single propriet a partnership  The name, title and address of the owner,	f the contractor or subcontractorship  a corporation on their organization (descripantners or officers of the corporation)	rganized in the state of
(a) (b) (c)	statute.  be undersigned certifies that: the legal name and the business address of  The undersigned is:  a single propriet a partnership  The name, title and address of the owner,	orship a corporation or other organization (descriptions of officers of the continue of the co	rganized in the state of
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### Additional questions or clarifications?

- Another municipality offered to do the project for a neighboring municipality. Do they have to pay prevailing wage.
  - No.
- Is Davis-Bacon documentation acceptable for DGLVR Program documentation in the hard file?
  - Yes.
- Project was subject to prevailing wage but was not prevailing wage was not paid, and the District has not made final payment. Now what?
  - Prevailing wage must be paid. District can cover the additional expense.

### PA Department of Labor and Industry

Phone: (717)-705-5969

**E-Mail:** RA-LI-SLMR-LLC@pa.gov

**Web:** https://www.dli.pa.gov/Individuals/Labor-Management-Relations/Ilc/prevailing-

wage

### **Regional Offices:**

### **Harrisburg District Office Altoona District Office**

1130 12th Ave., Suite 200 1301 Labor & Industry Building, 651 Boas St.

Altoona, PA 16601 Harrisburg, PA 17121

814-940-6224 or 1-877-792-8198 717-787-4671 or 1-800-932-0665

### **Philadelphia District Office Pittsburgh District Office**

110 North 8th St., Suite 203 301 5th Ave., Suite 330 Pittsburgh, PA 15222 Philadelphia, PA 19107

215-560-1858 or 1-877-817-9497 412-565-5300 or 1-877-504-8354

### **Scranton District Office**

201 B State Office Building, 100 Lackawanna Ave., Scranton, PA 18503

570-963-4577 or 1-877-214-3962

### **Additional Information:**

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Labor Law Investigator

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717-787-0606

bsmolock@pa.gov

# Thank You! Please reach out with any additional questions you may have.

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