

WORKER RIGHTS UNDER EXECUTIVE ORDER 13658

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$12.15 PER HOUR

EFFECTIVE JANUARY 1, 2023 – DECEMBER 31, 2023

The law requires certain federal contractors to display this poster where employees can easily see it.

- MINIMUM WAGE** Federal construction and service contracts are generally subject to a minimum wage rate under either Executive Order (EO) 13658 or EO 14026.
- If the contract was entered into on or between January 1, 2015, and January 29, 2022, EO 13658 generally requires that workers be paid at least \$12.15 per hour for all time spent performing on or in connection with the contract in calendar year 2023.
 - If the contract is renewed or extended on or after January 30, 2022, or a new contract is entered into on or after January 30, 2022, EO 14026 generally requires that workers be paid at least \$16.20 per hour for all time spent performing on or in connection with the contract in calendar year 2023.
- EXCLUSIONS**
- The EO minimum wage may not apply to some workers who provide support in connection with covered federal contracts for less than 20 percent of their hours worked in a week.
 - The EO minimum wage may not apply to certain other occupations and workers.
- ENFORCEMENT**
- The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing this law. WHD can answer questions about your workplace rights and protections, investigate employers, and recover back wages. All WHD services are free and confidential. Employers cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office online at www.dol.gov/agencies/whd/contact/local-offices or by calling toll-free 866-4US-WAGE (866-487-9243). We do not ask workers about their immigration status. **We can help.**
- ADDITIONAL INFORMATION**
- Workers with disabilities must be paid at least the EO minimum wage rate for time spent performing on or in connection with covered contracts.
 - Some state or local laws may provide greater worker protections and employers must follow the law that requires the highest rate of pay.
 - More information about the EO minimum wage is available online at www.dol.gov/agencies/whd/government-contracts/minimum-wage



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

866-487-9243
www.dol.gov/agencies/whd



WH1089 REV 11/22

WORKER RIGHTS UNDER EXECUTIVE ORDER 14026

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$16.20 PER HOUR

EFFECTIVE JANUARY 1, 2023 – DECEMBER 31, 2023

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MINIMUM WAGE

Executive Order 14026 (EO) requires that federal contractors pay workers performing work on or in connection with covered contracts at least (1) \$15.00 per hour beginning January 30, 2022, and (2) beginning January 1, 2023, and every year thereafter, an inflation-adjusted amount determined by the Secretary of Labor in accordance with the EO and appropriate regulations. The EO hourly minimum wage in effect from January 1, 2023, through December 31, 2023, is \$16.20.

TIPS

Covered tipped employees must be paid a cash wage of at least \$13.75 per hour effective January 1, 2023, through December 31, 2023. If a worker's tips combined with the required cash wage of at least \$13.75 per hour paid by the contractor do not equal the EO hourly minimum wage for contractors, the contractor must increase the cash wage paid to make up the difference. Certain other conditions must also be met.

EXCLUSIONS

- The EO minimum wage may not apply to some workers who provide support "in connection with" covered contracts for less than 20 percent of their hours worked in a week.
- The EO minimum wage may not apply to certain other occupations and workers.

ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing this law. WHD can answer questions about your workplace rights and protections, investigate employers, and recover back wages. All WHD services are free and confidential. Employers cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office online at www.dol.gov/agencies/whd/contact/local-offices or by calling toll-free 866-4US-WAGE (866-487-9243). We do not ask workers about their immigration status. **We can help.**

ADDITIONAL INFORMATION

- The EO applies only to new federal construction and service contracts, as defined by the Secretary in the regulations at 29 CFR part 23.
- Workers with disabilities whose wages are governed by special certificates issued under section 14(c) of the Fair Labor Standards Act must also receive no less than the full EO minimum wage rate.
- Some state or local laws may provide greater worker protections; employers must follow the law that requires the highest rate of pay.
- More information about the EO is available online at www.dol.gov/agencies/whd/government-contracts/eo14026



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