Community Development Block Grant
Toolkit on Crosscutting Issues

Module 3: Federal Labor Standards

Module 3 of the CDBG Toolkit provides guidance on the administration and enforcement of Federal labor standards provisions, including Davis-Bacon wage and reporting requirements. It also contains practical HUD-generated documents for state and local agencies, as well as contractors, on applying prevailing wage requirements. In addition, this module contains a set of training materials on key labor standards crosscutting issues.

The resources contained in this module are current as of August 2009. To ensure that you are using the most updated information, please visit HUD's Office of labor Relations web page: http://portal.hud.gov/portal/page/portal/HUD/program_offices/labor_relations or the HUDCLIPS web page: http://www.hud.gov/offices/adm/hudclips/.

Please click on the title to access the resources listed below in electronic format.

Contents:

- **Applicable Statutes**
  - Davis-Bacon and Related Acts (DBRA)
  - The Contract Work Hours and Safety Standards Act (CWHSSA)
  - The Copeland (Anti-Kickback) Act
- **Applicable Regulations**

  HUD Regulations
  - 24 CFR 570.489(l): Debarment and suspension *(State CDBG grantees)*
  - 24 CFR 570.603: Labor standards *(Entitlement CDBG grantees)*
  - 24 CFR 570.609: Use of debarred, suspended, or ineligible contractors or subrecipients. *(Entitlement CDBG grantees)*

  DOL Regulations
  - 29 CFR Part 1: Procedures for Predetermination of Wage Rates
  - 29 CFR Part 3: Contractors and Subcontractors on Public Building or Public Work Financed In Whole or In Part by Loans or Grants from the United States
  - 29 CFR Part 5: Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction (Also, Labor Standards Provisions

Applicable to Non-construction Contracts Subject to the Contract Work Hours and Safety Standards Act)

- 29 CFR Part 6: Rules of Practice for Administrative Proceedings Enforcing Labor Standards In Federal and Federally Assisted Construction Contracts and Federal Service Contracts
- 29 CFR Part 7: Practice Before the Administrative Review Board With Regard to Federal and Federally Assisted Construction Contracts

- **HUD Notices**
  - Labor Relations Letters (Policy)
  - *On the Mark!* Publication series for HUD Labor Relations field staff and HUD program participants

- **HUD Handbooks**
  - Making Davis-Bacon Work: A Practical Guide for States, Indian Tribes, and Local Agencies (HUD LR 4813)
  - Making Davis-Bacon Work: A Contractor's Guide to Prevailing Wage Requirements for Federally-Assisted Construction Projects (HUD LR 4812)
  - HUD Handbook 1344.1 Federal Labor Standards Compliance in Housing and Community Development Programs

- **Forms**

Labor Relations Forms

- HUD-11 (Record of Employee Interview)
  Spanish Language Version of HUD-11
- HUD-4230A (Report Of Additional Classification and Rate)
- HUD-4710 (Semi-Annual Labor Standards Enforcement Report – Local Contracting Agencies - HUD Programs) and Instructions
- HUD-4720 (Project Wage Rate Sheet)
- HUD-4730 (Federal Labor Standards Questionnaire)
  Spanish Language Version of HUD-4730
- HUD-4731 (Federal Labor Standards Complaint Intake Form)

Contract Standards with Federal Labor Provisions

- HUD-4010 (Federal Labor Standards Provisions)

Department of Labor Forms

- WH-1321 (Employee Rights Under the Davis-Bacon Act, Poster)

- WH-347 (Payroll)

- **Training Materials**
  - Training Curriculum
  - Trainer Guide
  - PowerPoint Presentation
  - "Top Eleven Keys to Federal Labor Standards Administration and Enforcement"
  - Case Study - "Davis-Bacon Compliance"
  - Discussion Questions

Related Resources:

HUD Office of Labor Relations
http://portal.hud.gov/portal/page/portal/HUD/program_offices/labor_relations

Davis-Bacon Wage Determinations
http://www.wdol.gov/

GSA List of Parties Excluded from Federal Procurement and Non-Procurement Programs (Debarred List)
https://www.epls.gov/

HUD Regulations
http://ecfr.gpoaccess.gov/cgi/t/text/text-idx?c=ecfr&tpl=%2Findex.tpl

HUDClips (Forms and Publications)
http://www.hud.gov/offices/adm/hudclips/

DOL Davis-Bacon and Related Acts Homepage
http://www.dol.gov/whd/contracts/dbra.htm

DOL Regulations
http://www.dol.gov/dol/cfr/Title_29/

DOL Forms
http://webapps.dol.gov/libraryforms/FormsByAgency.asp

Whom to Contact:

HUD Labor Relations Headquarters Staff
http://www.hud.gov/offices/olr/laborrelhq.cfm

HUD Labor Relations Regional/Field Office Staff
http://www.hud.gov/offices/olr/laborrelstf.cfm

Local HUD Field Office
http://www.hud.gov/offices/cpd/about/staff/fodirectors/index.cfm