State Poster Board

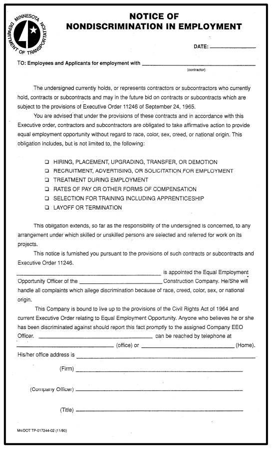
Notice To Workers

State Project Number(s): ______________________

______________________ (Prime Contractor), has entered into a contractual agreement with ______________________ (Contracting Agency: State, County, City, Consulting Firm, or Other) to perform the work necessary to complete this project and to ensure compliance with the contract labor provisions. Please contact ______________________ (Project Engineer), at ______________________ (Phone Number), or call the Mn/DOT Labor Compliance Unit at 651-366-4209 or 651-366-4202 or visit www.dot.state.mn.us/const/labor/lcucontacts.html, with any questions, comments or complaints relating to the prevailing rates of pay, payment of wages, hours worked or classifications of labor, or to obtain a copy of the contract labor provisions. Employee inquiries regarding the contract labor provisions will be kept confidential by the Mn/DOT Labor Compliance Unit. The Contracting Agency is responsible for the administration of this project and to ensure contractor compliance with all federal, state and local laws, along with the federal and state prevailing wage requirements and the contract labor provisions.

Minnesota Statute 177.44

Minnesota Statute 177.27 – Powers and Duties of Commissioner


NOTICE OF
NONDISCRIMINATION IN EMPLOYMENT

DATE: ______________

TO: Employees and Applicants for employment with ______________________ (contractor)

The undersigned currently holds, or represents contractors or subcontractors who currently hold, contracts or subcontracts and may in the future bid on contracts or subcontracts which are subject to the provisions of Executive Order 11246 of September 24, 1965.

You are advised that under the provisions of these contracts and in accordance with this Executive order, contractors and subcontractors are obligated to take affirmative action to provide equal employment opportunity without regard to race, color, sex, creed, or national origin. This obligation includes, but is not limited to, the following:

- HIRING, PLACEMENT, UPGRADING, TRANSFER, OR DEMOTION
- RECRUITMENT, ADVERTISING, OR SOLICITATION FOR EMPLOYMENT
- TREATMENT DURING EMPLOYMENT
- RATES OF PAY OR OTHER FORMS OF COMPENSATION
- SELECTION FOR TRAINING INCLUDING APPRENTICESHIP
- LAYOFF OR TERMINATION

This obligation extends, so far as the responsibility of the undersigned is concerned, to any arrangement under which skilled or unskilled persons are selected and referred for work on its projects.

This notice is furnished you pursuant to the provisions of such contracts or subcontracts and Executive Order 11246.

______________________ is appointed the Equal Employment Opportunity Officer of the ______________________ Construction Company. He/She will handle all complaints which allege discrimination because of race, creed, color, sex, or national origin.

This Company is bound to live up to the provisions of the Civil Rights Act of 1964 and current Executive Order relating to Equal Employment Opportunity. Anyone who believes he or she has been discriminated against should report this fact promptly to the assigned Company EEO Officer. ______________________ can be reached by telephone at ______________________ (office) or ______________________ (Home).

His/her office address is ______________________

(Firm) ______________________

(Company Officer) ______________________

(Title) ______________________

Mn/DOT TP-017244-02 (11/90)

SAFETY AND HEALTH PROTECTION ON THE JOB

The Minnesota Occupational Safety and Health Act of 1973 (Minnesota Statutes Chapter 182) provides job safety and health protection for workers through the promotion of safe and healthful working conditions throughout the state. The Act provides coverage for all public-sector employees, except federal, and all private-sector employees except domestic and those under exclusive federal jurisdiction.

The Minnesota Department of Labor and Industry, Occupational Safety and Health Division (Minnesota OSHA) has the sole responsibility of administering the Act. Minnesota OSHA adopts occupational safety and health standards and its Occupational Safety and Health Investigators conduct inspections to ensure compliance with the Act.

EMPLOYERS: must furnish to their employees conditions and places of employment free from recognized hazards that are causing or are likely to cause death, serious injury or harm to the employees; and shall comply with the occupational safety and health standards issued by Minnesota OSHA.

EMPLOYEES: must comply with all occupational safety and health standards, rules, regulations, and orders issued under the Act that apply to their own actions and conduct on the job.

INSPECTION: The Act requires that a representative of the employer and an authorized representative of the employees be given an opportunity to accompany the Occupational Safety and Health Investigator for the purpose of aiding the inspection. The authorized employee representative, by participating in the inspection, shall not lose any privilege or payment that would have otherwise been earned and shall be given the opportunity to participate in any conference or discussion held prior to or during any inspection. Where there is no authorized employee representative available, the investigator will consult with a reasonable number of employees concerning safety and health conditions in the workplace.

CITATION: If, upon inspection, Minnesota OSHA believes an employer has violated the Act, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected.

In the event that an investigator finds a condition or practice in any place of employment which presents substantial probability of a fatality or serious physical harm, the investigator shall, after consultation with the commissioner, issue an order which prohibits such practices until corrected. The order shall remain in effect for a maximum of 72 hours.

PENALTIES: Under the Minnesota OSHA Act, an employer may be issued a penalty of up to $7,000 for each serious violation of the Act or occupational safety and health standards. A penalty of up to $25,000 may be issued for a serious violation that causes or contributes to the death of an employee. An employer who willfully or repeatedly violates the Act or occupational safety and health standards may be assessed penalties of up to $70,000 for each violation. Failure to correct a violation by the abatement date set out in a citation may result in penalties of up to $7,000 for each day the violation remains uncorrected.

Criminal penalties are also provided for in the Act for an employer who willfully or repeatedly violates the Act or occupational safety and health standards. Upon a first conviction, a penalty of up to $20,000 and imprisonment of up to six months may be imposed. A second conviction may be punished by a penalty of up to $35,000 and imprisonment of up to one year. In addition, a person who knowingly makes any false statement, representation, or certification in any application, record, plan or other document filed or required to be maintained by the Act may be punished by a fine of up to $20,000 and imprisonment of up to six months.

COMPLAINTS: Employees or their representatives may file a complaint with Minnesota OSHA requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. The department will withhold the names of employees filing a complaint upon request of those employees.

RIGHT TO REFUSE TO WORK: An employee acting in good faith has the right to refuse to perform tasks or work under conditions which the employee reasonably believes present an imminent danger of death or serious physical harm to the employee if the employee first requests that his/her employer correct the hazardous conditions and the conditions remain uncorrected. An employer may not discharge or otherwise discriminate against an employee who exercises this right. There is, however, no right under the Minnesota OSHA Act for an employee to simply leave the workplace because of potentially unsafe conditions.

An employee who has refused in good faith to perform assigned tasks and who has not been reassigned to other tasks by his/her employer, shall receive pay for the tasks not performed if the employee requests the commissioner to inspect and determine the nature of the hazardous condition, and the commissioner determines that the employee, by performing the tasks, would have been placed in imminent danger of death or serious physical harm.

PROHIBITED DISCRIMINATION: Employees shall not be discharged or in any way discriminated against by any person for making a safety and health complaint to any person including their employer and Minnesota OSHA or for exercising, on their own behalf or on the behalf of others, any other right they have under the Minnesota OSHA Act. An employee who believes that he/she has been discriminated against for the exercise of their rights under the Minnesota OSHA Act may file a complaint with Minnesota OSHA within 30 days of the alleged discrimination.

PERSONAL PROTECTIVE EQUIPMENT: Personal protective equipment, when required by the standards, must be provided to employees by, and at the cost of, the employer.

TRAINING: Training required by the standards must be made available to employees by, and at the cost of, the employer.

REPORTING FATALITIES/CATASTROPHES: Employers must report work-related incidents that result in the death of an employee or the in-patient hospitalization of three or more employees to Minnesota OSHA. Reports must be made within 8 hours to (651) 296-2116 or any Minnesota OSHA office. After normal business hours and on weekends and holidays, reports must be made within 8 hours to the Federal OSHA toll-free hotline (1-800-321-OSHA).

CASPA: (Complaint Against State Program Administration). If you wish to register a complaint concerning the administration of the Minnesota Occupational Safety and Health Act contact:
U. S. Department of Labor - OSHA
230 South Dearborn Street
Chicago, IL 60604
(312) 353-2220

VOLUNTARY COMPLIANCE: Minnesota OSHA encourages employers and employees to reduce hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries. Employers and employees may receive assistance in achieving voluntary compliance by contacting any Minnesota OSHA office.

CONSULTATION: Free safety and health consultation services are available to private-sector and public-sector employers on a priority basis. This service is independent of the OSHA enforcement activity. No citations or penalties are proposed in this cooperative approach to improve workplace safety. For information, contact Workplace Safety Consultation at (651) 297-2393.

MORE INFORMATION: Contact the nearest MNOSHA office to report unsafe conditions at work sites, learn about health and safety regulations, receive copies of specific standards and compliance guidelines, or to obtain more detailed information on your rights and responsibilities:

443 Lafayette Road North
St. Paul, MN 55155-4307
Voice: (651) 296-2116
FAX: (651) 297-2527

5 North Third Ave. West - Suite 402
Duluth, MN 55802-1611
Voice: (218) 723-4678
FAX: (218) 725-7722

Nichols Office Center - Suite 110
410 Jackson Street
Mankato, MN 56001
Voice: (507) 389-6501
FAX: (507) 389-2746

OSHA information is also available on the Internet on the Minnesota Department of Labor and Industry home page (www.doli.state.mn.us); and the Federal OSHA home page (www.osha.gov).

The information in this poster is in the public domain and may be reproduced. A free copy of this poster may be obtained by calling any MNOSHA office.

This material can be provided to you in different formats (Braille, large print or audio tape) if you call the MNOSHA Training Office at (651) 296-2116 or (651) 297-4198 TTY.

osha DEPARTMENT OF LABOR AND INDUSTRY

This poster must be permanently posted where it will be readily observable by affected employees.

Revised June 1998

Minnesota Workers' Compensation
Employee rights and responsibilities

This notice is required by law to be posted in a conspicuous location wherever the employer is engaged in business.

If you are injured:

What does workers' compensation pay for?

What the insurance company must do:

Fraud

If you have questions or need more help, call the Minnesota Department of Labor and Industry:

MINNESOTA EMPLOYEES

YOU ARE ENTITLED TO ...

MINIMUM WAGE

The state of Minnesota has two minimum wage rates.

SMALL EMPLOYERS Aug. 1, 2005 $5.25

LARGE EMPLOYERS* Aug. 1, 2005 $6.15

*A large employer is defined as any enterprise whose annual gross volume of sales made or business done is not less than $625,000.

TRAINING WAGE

Aug. 1, 2005 $4.90

New employees under age of 20 during first consecutive 90 days of employment.

OVERTIME

Time and one-half the regular rate

STATE COVERED EMPLOYERS — After 48 hours

FEDERAL COVERED EMPLOYERS — After 40 hours

EMPLOYEE RIGHTS

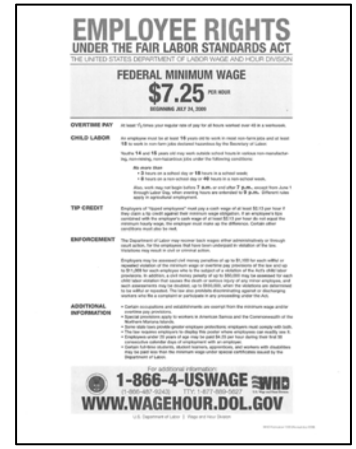
PARENTAL LEAVE

MINNESOTA DEPARTMENT OF LABOR & INDUSTRY

443 LAFAYETTE ROAD N. • ST. PAUL, MN 55155

WWW.DLI.MN.GOV

POSTING REQUIRED BY LAW • 2005


EMPLOYEE RIGHTS
UNDER THE FAIR LABOR STANDARDS ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

FEDERAL MINIMUM WAGE

$7.25 PER HOUR

BEGINNING JULY 24, 2009

OVERTIME PAY

CHILD LABOR

TIP CREDIT

ENFORCEMENT

ADDITIONAL INFORMATION

For additional information:

1-866-4-USWAGE

WHD

WWW.WAGEHOUR.DOL.GOV

EMPLOYEE RIGHTS AND RESPONSIBILITIES
UNDER THE FAMILY AND MEDICAL LEAVE ACT

WWW.WAGEHOUR.DOL.GOV

WHD

Americans with Disabilities Act (ADA)

To request a Mn/DOT required poster in an alternative format, call 651-366-4718 or 1-800-657-3774 (Greater Minnesota); 711 or 1-800-627-3529 (Minnesota Relay).

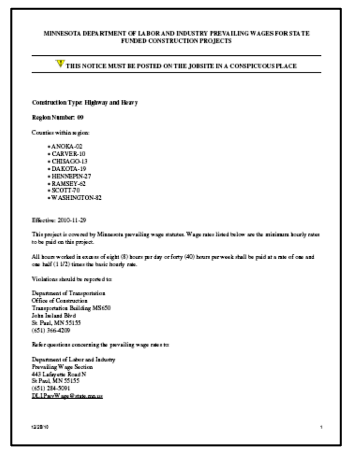
You may also send an e-mail to ADArequest.dot@state.mn.us
(Please request at least one week in advance)

Cartel Versiòn en Español

Para pedir un cartel de Mn/DOT en español, llame a (651) 366-4209 o ir a www.dot.state.mn.us/const/labor/lcucontacts.html

Spanish Version Posters

To request a Mn/DOT required poster in Spanish, call 651-366-4209 or visit www.dot.state.mn.us/const/labor/lcucontacts.html


MINNESOTA DEPARTMENT OF LABOR AND INDUSTRY PREVAILING WAGES FOR STATE FUNDED CONSTRUCTION PROJECTS

THIS NOTICE MUST BE POSTED ON THE JOBSITE IN A CONSPICUOUS PLACE

Construction Type: Highway and Heavy

Region Number: 09

Counties within region:

- ANOKA-02
- CARVER-10
- CHISAGO-13
- DAKOTA-19
- HENNEPIN-27
- RAMSEY-62
- SCOTT-70
- WASHINGTON-82

Effective: 2010-11-29

This project is covered by Minnesota prevailing wage statutes. Wage rates listed below are the minimum hourly rates to be paid on this project.

All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at a rate of one and one half (1 1/2) times the basic hourly rate.

Violations should be reported to:

Department of Transportation
Office of Construction
Transportation Building MS650
John Ireland Blvd
St. Paul, MN 55155
(651) 366-4209

Refer questions concerning the prevailing wage rates to:

Department of Labor and Industry
Prevailing Wage Section
443 Lafayette Road N
St Paul, MN 55155
(651) 284-5091
DLI.PrevWage@state.mn.us

12/28/10

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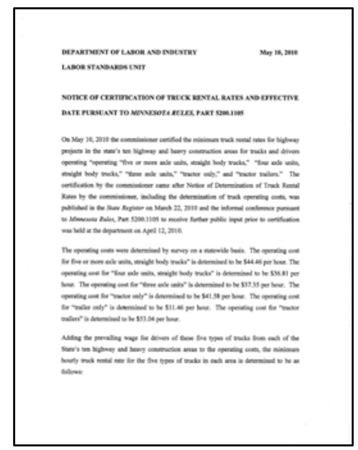
DEPARTMENT OF LABOR AND INDUSTRY May 10, 2010

LABOR STANDARDS UNIT

NOTICE OF CERTIFICATION OF TRUCK RENTAL RATES AND EFFECTIVE DATE PURSUANT TO *MINNESOTA RULES*, PART 5200.1105

On May 10, 2010 the commissioner certified the minimum truck rental rates for highway projects in the state's ten highway and heavy construction areas for trucks and drivers operating "operating "five or more axle units, straight body trucks," "four axle units, straight body trucks," "three axle units," "tractor only," and "tractor trailers." The certification by the commissioner came after Notice of Determination of Truck Rental Rates by the commissioner, including the determination of truck operating costs, was published in the *State Register* on March 22, 2010 and the informal conference pursuant to *Minnesota Rules*, Part 5200.1105 to receive further public input prior to certification was held at the department on April 12, 2010.

The operating costs were determined by survey on a statewide basis. The operating cost for five or more axle units, straight body trucks" is determined to be $44.46 per hour. The operating cost for "four axle units, straight body trucks" is determined to be $36.81 per hour. The operating cost for "three axle units" is determined to be $37.35 per hour. The operating cost for "tractor only" is determined to be $41.58 per hour. The operating cost for "trailer only" is determined to be $11.46 per hour. The operating cost for "tractor trailers" is determined to be $53.04 per hour.

Adding the prevailing wage for drivers of these five types of trucks from each of the State's ten highway and heavy construction areas to the operating costs, the minimum hourly truck rental rate for the five types of trucks in each area is determined to be as follows: