

Federally & State Funded Contract – Poster Board

**U.S. DEPARTMENT OF TRANSPORTATION
OFFICE OF INSPECTOR GENERAL**

**WHISTLEBLOWERS
KNOW YOUR RIGHTS**

Section 105 of the National Transportation Infrastructure Anti-Corruption Act, 2012, requires the Department of Transportation to ensure public workers at a project are not inhibited by reporting wrongdoing. The Act also requires the Department to ensure that public workers are not retaliated against for reporting wrongdoing.

REQUIREMENTS:

1. Whistleblowers must be employees of the contractor or subcontractor.
2. Whistleblowers must report wrongdoing to the contractor or subcontractor.
3. Whistleblowers must report wrongdoing to the Inspector General.
4. Whistleblowers must report wrongdoing to the Inspector General within 90 days of the date the wrongdoing occurred.
5. Whistleblowers must report wrongdoing to the Inspector General in writing.
6. Whistleblowers must report wrongdoing to the Inspector General in confidence.
7. Whistleblowers must report wrongdoing to the Inspector General in a timely manner.
8. Whistleblowers must report wrongdoing to the Inspector General in a truthful manner.
9. Whistleblowers must report wrongdoing to the Inspector General in a non-retaliatory manner.
10. Whistleblowers must report wrongdoing to the Inspector General in a non-discriminatory manner.
11. Whistleblowers must report wrongdoing to the Inspector General in a non-harassing manner.
12. Whistleblowers must report wrongdoing to the Inspector General in a non-intimidating manner.
13. Whistleblowers must report wrongdoing to the Inspector General in a non-threatening manner.
14. Whistleblowers must report wrongdoing to the Inspector General in a non-coercive manner.
15. Whistleblowers must report wrongdoing to the Inspector General in a non-fraudulent manner.
16. Whistleblowers must report wrongdoing to the Inspector General in a non-misleading manner.
17. Whistleblowers must report wrongdoing to the Inspector General in a non-deceptive manner.
18. Whistleblowers must report wrongdoing to the Inspector General in a non-defamatory manner.
19. Whistleblowers must report wrongdoing to the Inspector General in a non-libelous manner.
20. Whistleblowers must report wrongdoing to the Inspector General in a non-slandering manner.
21. Whistleblowers must report wrongdoing to the Inspector General in a non-bullying manner.
22. Whistleblowers must report wrongdoing to the Inspector General in a non-humiliating manner.
23. Whistleblowers must report wrongdoing to the Inspector General in a non-demeaning manner.
24. Whistleblowers must report wrongdoing to the Inspector General in a non-abusive manner.
25. Whistleblowers must report wrongdoing to the Inspector General in a non-oppressive manner.
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OSHA HOTLINE

1-800-368-5888

Small Employer Operations in THE LAW

Small employers are required to comply with the same laws and regulations as larger employers. This poster provides information on the laws and regulations that apply to small employers.

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Notice To Workers

State Project Number: _____

Contractors have entered into a contract with the State of Minnesota. This contract includes provisions for the payment of wages and benefits to workers. This poster provides information on the rights and responsibilities of workers under this contract.

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NOTICE OF NONDISCRIMINATION IN EMPLOYMENT

This poster provides information on the laws that prohibit discrimination in employment. It covers federal laws, state laws, and local laws. It also provides information on the EEOC and state fair employment practices agencies.

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NOTICE

The highway construction underway at this location is a Federal-aid project and is subject to applicable State and Federal laws, including Title 16, United States Code, Section 1020, which reads as follows:

"Whoever, being an officer, agent, or employee of the United States, or any State, or contractor or subcontractor, or any person, organization, or corporation, knowingly makes any false statement of labor representation to be used in the construction, quality, quantity, or cost of any work performed or to be performed, or the costs thereof in connection with the submission of plans, specifications, contracts, or costs of construction of any highway or related project submitted for approval to the Secretary of Transportation...

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OSHA

OSHA is the federal agency responsible for enforcing workplace safety and health laws. This poster provides information on OSHA's role and the rights of workers.

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7

Minimum wage rates

This poster provides information on the minimum wage rates for various occupations. It includes a table of rates and information on how to file a complaint.

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EMPLOYEE RIGHTS UNDER THE DAVIS-BAOEN ACT

FOR LABORERS AND MECHANICS EMPLOYED ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS

This poster provides information on the Davis-Bacon Act, which requires employers to pay workers the prevailing wage for their occupation in their area. It includes information on how to file a complaint.

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EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE **\$7.25**

This poster provides information on the Fair Labor Standards Act (FLSA), which sets the federal minimum wage and regulates overtime pay. It includes information on how to file a complaint.

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EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAIR LABOR STANDARDS ACT

This poster provides information on the rights and responsibilities of workers under the FLSA. It covers topics such as minimum wage, overtime pay, and child labor.

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Americans with Disabilities Act (ADA)

To request a MinDOT 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.dol@state.mn.us (Please request poster in advance)

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"EEO is the Law" Poster Supplement

Employers Holding Federal Contracts or Subcontracts Subject to Revision

This poster supplement provides information on the EEO laws that apply to employers holding federal contracts or subcontracts. It includes information on the EEOC and state fair employment practices agencies.

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PAY TRANSPARENCY NONDISCRIMINATION PROVISION

This poster provides information on the pay transparency and nondiscrimination provisions of the EEOC. It includes information on how to file a complaint.

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YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

This poster provides information on the Uniformed Services Employment and Reemployment Rights Act (USERRA). It covers the rights of service members and their families to return to their civilian jobs after military service.

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EMPLOYEE RIGHTS UNDER THE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act (EPPA) prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

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WD(s) & TRR from Contract

State WD

Federal WD

State TRR

This poster provides information on Wage Decision (WD) and Truck Rental Rate (TRR) from a contract. It includes a table of rates and information on how to file a complaint.

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WD Modification(s) (If Necessary)

Federal Response

State Response

This poster provides information on how to request a modification to a Wage Decision (WD) or Truck Rental Rate (TRR). It includes information on the EEOC and state fair employment practices agencies.

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**WD means wage decision.
TRR means truck rental rate decision.
WD modifications are a federal conformance or state rate assignment.**