



West Virginia Division of Highways Federal-Aid Project Required Postings List

Federal regulations require a bulletin board be erected at the project site where it is readily accessible to all employees working on the project, potential applicants for employment, and union representatives. Workplace notices and posters **must be displayed at all times** at the site of the work in a prominent and accessible place where they can be easily seen. Placing the required workplace notices and posters in a binder does not meet the requirement for displaying or posting in a conspicuous and accessible place where they are easily visible and will not be accepted.

Listed below are the fourteen (14) mandatory items contractors are required to post on the bulletin board. Items one (1) through ten (10) are normally provided by the WVDOH Civil Rights Compliance Division at Pre-Construction Conferences (if held) and can also be downloaded and printed at www.fhwa.dot.gov/programadmin/contracts/poster.cfm and www.hrc.wv.gov/about/Documents/2018-02-20%2c%20whiteCardStock-NEW%20Notice%20HRA-FHA-PWFA.pdf. It is the contractor's responsibility to obtain items eleven (11) through fourteen (14).

Item	Poster Number	Name of Poster/Document	Required By
1	EEO-P/E-1	Equal Opportunity is the Law (Revised 11/2009)	41 CFR 60-1.4 (b)(1)
2	EEO-P/E-1 Supplement	Equal Opportunity is the Law Supplemental (Revised 09/2015)	Executive Order 13665 (April 8, 2014), Executive Order 13672, and Executive Order 11246 (July 21, 2014)
3	None	Pay Transparency Nondiscrimination Provision (Revised 12/2016)	Executive Orders 11246 & 13665 (April 8, 2014), FHWA-1273 II(1)(b), 41 CFR 60-1.35
4	OSHA 3165-04R 2015	Job Safety & Health IT'S THE LAW (Revised 2015)	29 CFR 1903.2(a)(1)
5	WH1420	Employee Rights and Responsibilities Under the Family and Medical Leave Act (Revised 04/2016)	29 CFR 825.300(a) for employers of more than 50 people.
6	WH1462	Employee Polygraph Protection Act (Revised 07/2016)	29 CFR 801.6
7	USERRA	Uniform Services Employment and Reemployment Rights Act (Revised 04/2017)	38 U.S.C. 4334(a) and 20 CFR 1002
8	FHWA-1022	Notice – Federal Aid Project (Revised 05/2015)	8 CFR 1020, 23 CFR 635.119, and FHWA-1273
9	WH1321	Employee Rights Under the Davis-Bacon Act (Revised 10/2017)	29 CFR 5.5(a)(1) and FHWA-1273 IV(1)(a)
10	WVHRA	The West Virginia Human Rights Act (Revised 02/20/2018)	WV Human Rights Commission
11		Prevailing Wage Rates Included in the Contract (Post with WH1321: Employee Rights Under the Davis-Bacon Act)	29 CFR 5.5(a)(1)
12		Contractor's EEO Policy Statement	41 CFR 60-741.44
13		Contractor's Complaint Procedure	41 CFR 60-741.44
14		Name, address, & phone number of Contractor's EEO Officer	41 CFR 60-741.44