



## 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 thirteen (13) mandatory items contractors are required to post on the bulletin board. Items one (1) through nine (9) are normally provided by the WVDOT 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](http://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](http://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 ten (10) through thirteen (13).

| Item | Poster Number      | Name of Poster/Document  | Required By  |
|------|--------------------|--|--|
| 1    | None               | <b>Know Your Rights: Workplace Discrimination is Illegal</b> (Revised 10/20/2022)                                      | Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, 38 U.S.C. 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, 41 CFR Chapter 60-I .42; 41 CFR 60-250.4(k), 41 CFR 60-74 1.5(a), FHWA-1273 §II(3)(d) |
| 2    | None               | <b>Pay Transparency Nondiscrimination Provision</b> (Revised 12/2016)  | Executive Orders 11246 & 13665 (April 8, 2014), FHWA-1273 II(1)(b), 41 CFR 60-1.35   |
| 3    | OSHA 3165-04R 2015 | <b>Job Safety &amp; Health IT'S THE LAW</b> (Revised 2015)   | 29 U.S.C. 657(c), 29 CFR 1903.2 through FHWA-1273 §VII(1)  |
| 4    | WH1420             | <b>Employee Rights and Responsibilities Under the Family and Medical Leave Act</b> (Revised 04/2016)                   | 29 CFR 825.300 and 825.400 for employers of more than 50 people.   |
| 5    | WH1462             | <b>Employee Polygraph Protection Act</b> (Revised 07/2016)   | 29 CFR 801.6   |
| 6    | USERRA             | <b>Uniform Services Employment and Reemployment Rights Act</b> (Revised 04/2017)                                       | 38 U.S.C. 4334(a) and 20 CFR 1002  |
| 7    | FHWA-1022          | <b>Notice – Federal Aid Project</b> (Revised 05/2015)  | 18 U.S.C. 1020, 23 CFR 635.119, FHWA-1273 §VIII  |
| 8    | WH1321             | <b>Employee Rights Under the Davis-Bacon Act</b> (Revised 10/2017)   | 29 CFR 5.5(a)(1) and FHWA-1273 §IV(1)(a)   |
| 9    | WVHRA              | <b>The West Virginia Human Rights Act</b> (Revised 02/20/2018)   | WV Human Rights Commission   |
| 10   |                    | <b>Prevailing Wage Rates Included in the Contract</b><br>(Post with WH1321: Employee Rights Under the Davis-Bacon Act) | 29 CFR 5.5(a)(1) and FHWA-1273 §IV(1)(a)   |
| 11   |                    | <b>Contractor's EEO Policy Statement</b>   | 41 CFR 60-741.44 through FHWA-1273 §II(1)(b)   |
| 12   |                    | <b>Contractor's Complaint Procedure</b>  | 41 CFR 60-741.44 through FHWA-1273 §II(1)(b)   |
| 13   |                    | <b>Name, address, &amp; phone number of Contractor's EEO Officer</b>   | 41 CFR 60-741.44 through FHWA-1273 §II(2)  |