

# WORKER RIGHTS UNDER EXECUTIVE ORDER 13658

## FEDERAL MINIMUM WAGE FOR CONTRACTORS

# \$12.15 PER HOUR

EFFECTIVE JANUARY 1, 2023 – DECEMBER 31, 2023

The law requires certain federal contractors to display this poster where employees can easily see it.

### MINIMUM WAGE

Federal construction and service contracts are generally subject to a minimum wage rate under either Executive Order (EO) 13658 or EO 14026.

- If the contract was entered into on or between January 1, 2015, and January 29, 2022, EO 13658 generally requires that workers be paid at least \$12.15 per hour for all time spent performing on or in connection with the contract in calendar year 2023.
- If the contract is renewed or extended on or after January 30, 2022, or a new contract is entered into on or after January 30, 2022, EO 14026 generally requires that workers be paid at least \$16.20 per hour for all time spent performing on or in connection with the contract in calendar year 2023.

### EXCLUSIONS

- The EO minimum wage may not apply to some workers who provide support in connection with covered federal contracts for less than 20 percent of their hours worked in a week.
- The EO minimum wage may not apply to certain other occupations and workers.

### ENFORCEMENT

- The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing this law. WHD can answer questions about your workplace rights and protections, investigate employers, and recover back wages. All WHD services are free and confidential. Employers cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office online at [www.dol.gov/agencies/whd/contact/local-offices](http://www.dol.gov/agencies/whd/contact/local-offices) or by calling toll-free 866-4US-WAGE (866-487-9243). We do not ask workers about their immigration status. **We can help.**

### ADDITIONAL INFORMATION

- Workers with disabilities must be paid at least the EO minimum wage rate for time spent performing on or in connection with covered contracts.
- Some state or local laws may provide greater worker protections and employers must follow the law that requires the highest rate of pay.
- More information about the EO minimum wage is available online at [www.dol.gov/agencies/whd/government-contracts/minimum-wage](http://www.dol.gov/agencies/whd/government-contracts/minimum-wage)



WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

866-487-9243  
[www.dol.gov/agencies/whd](http://www.dol.gov/agencies/whd)

