



RURAL CAPACITY ASSISTANCE PROGRAM

Labor Standards Compliance Training

SESSION 1

Foundations & Legal Framework

Oregon PWR · federal Davis-Bacon · HUD labor standards · dual-jurisdiction projects

Wednesday, February 4, 2026 · 10:00–11:30 AM PT · Microsoft Teams

CAP Contract Alliance, LLC · Contract FS2402A · Funded through Business Oregon



By the end of this session you will be able to...

- ✓ Understand Oregon prevailing wage laws (ORS 279C.800–870) and when they apply to your infrastructure projects
- ✓ Comprehend federal Davis-Bacon Act requirements, including the 2024 final rule updates
- ✓ Navigate HUD labor standards requirements for CDBG and other federally-funded projects
- ✓ Identify how state and federal requirements intersect on dual-jurisdiction projects
- ✓ Clarify roles and responsibilities of awardees, contractors, and oversight agencies

Session agenda

PART 1 · 15 MIN

Oregon Prevailing Wage Laws

ORS 279C.800–870, BOLI structure

PART 2 · 15 MIN

Federal Davis-Bacon Act

Coverage and 2024 updates

PART 3 · 10 MIN

HUD Labor Standards

Handbook 1344.1 requirements

PART 4 · 10 MIN

Dual Jurisdiction Projects

When both apply, higher wage rule

PART 5 · 10 MIN

Roles and Responsibilities

Awardees, contractors, agencies

Q&A · 30 MIN

Questions and Discussion

Open forum, resources review

PART ONE

Oregon Prevailing Wage Laws

Understanding ORS 279C.800–870 and the Oregon Bureau of Labor and Industries (BOLI) prevailing wage structure.

What is Oregon prevailing wage?

DEFINITION

The hourly wage, usual benefits, and overtime paid to the majority of workers in a trade within a specific geographic area.

LEGAL AUTHORITY

Oregon Revised Statutes 279C.800–870 and Oregon Administrative Rules 839-025.

PURPOSE

- Protect local wage standards
- Ensure fair competition among contractors
- Prevent wage suppression on public projects
- Support local workforce development

KEY COMPONENTS

Base Hourly Rate

Minimum hourly wage for each trade classification

Fringe Benefits

Health insurance, pension, vacation, other benefits

Overtime Requirements

Time-and-a-half for hours over 40 per week

When does Oregon PWR apply?

REQUIREMENTS

- Public agency is awarding the contract (state, county, city, special district)
- Public works construction, reconstruction, major renovation, or painting
- Contract value exceeds \$50,000

IMPORTANT NOTE

Projects receiving state funding may trigger PWR requirements even if the contracting agency is not the state.

COVERED WORK TYPES

- Roads, highways, bridges
- Water and sewer systems
- Public buildings
- Parks and recreational facilities
- Schools and government facilities
- Publicly-funded housing projects

GENERALLY EXEMPT

Contracts under \$50,000 · routine maintenance work · emergency repairs (limited exemption)

Oregon BOLI: role and resources

BOLI RESPONSIBILITIES

Wage Rate Publication

Surveys industry, publishes rates twice yearly

Complaint Investigation

Reviews worker complaints, conducts audits

Enforcement Actions

Civil penalties, debarment from public contracts

Technical Assistance

Guidance, training, compliance support

KEY BOLI RESOURCES

Prevailing Wage Rate Lookup

oregon.gov/boli/employers/Pages/prevailing-wage-rates.aspx

Oregon WH-38 Certified Payroll Form

State-specific payroll reporting form

BOLI Addendum (Supplemental Statement)

Oregon supplement to federal WH-347

BOLI Wage and Hour Division

503-731-4200 · wageandhour.help@boli.oregon.gov

PART TWO

Federal Davis-Bacon Act

Coverage requirements, the 2024 final rule updates, and wage determinations.

Federal Davis-Bacon Act overview

WHAT IS DAVIS-BACON?

Federal law (1931) requiring payment of locally prevailing wages on federally-funded or assisted construction projects over \$2,000.

WHEN DBA APPLIES

- Federal contracts over \$2,000
- Federally assisted construction (grants, loans)
- Over 60 Related Acts (CDBG, USDA RD, etc.)
- Construction, alteration, repair

COVERAGE THRESHOLD

\$2,000 for federal contracts — much lower than Oregon's \$50,000 threshold.

KEY REQUIREMENTS

Pay Prevailing Wages

Per DOL wage determination for project location

Submit Certified Payrolls

Weekly WH-347 forms for all covered workers

Post Wage Determination

Visible at job site for all workers

Maintain Records

3 years after project completion

2024 Davis-Bacon final rule updates

First major update since 1983. Some provisions face ongoing legal challenges — verify current status.

Wage Determination Changes

- Reinstated 3-step prevailing wage process
- 30% threshold for majority (down from 50%)
- State/local wage adoption provisions
- Periodic updates without notice-and-comment

Expanded Coverage

- Solar panels and renewable energy
- Broadband installation
- EV charging infrastructure

Enhanced Enforcement

- Increased prime contractor liability for sub violations
- Debarment: disregard standard → aggravated/willful
- Back wages with compounded interest

Modernization

- Electronic payroll submissions
- Updated worker classifications
- Streamlined conformance process

Understanding federal wage determinations

WAGE DETERMINATION TYPES

General (Area-Wide)

Published for specific geographic areas; most common type

Project-Specific

Requested when no general WD covers the project type

CATEGORIES

- Building construction
- Heavy construction
- Highway construction
- Residential construction

HOW TO FIND WAGE DETERMINATIONS

SAM.gov Wage Determinations

sam.gov/content/wage-determinations · search by state, county, construction type

LOCK-IN RULE

The WD in effect at bid opening is locked in for the entire project. Check for modifications before bid opening.

WHAT TO CHECK

- Correct county and construction type
- All needed classifications included
- Most recent modification date
- Expiration date (if applicable)

PART THREE

HUD Labor Standards

Handbook 1344.1 requirements for CDBG and other HUD-funded projects.

HUD labor standards requirements

HUD Handbook 1344.1 Rev-3 — Federal Labor Standards Requirements in HUD Programs

WHEN HUD REQUIREMENTS APPLY

- CDBG construction over \$2,000
- HOME Investment Partnerships (12+ units)
- Section 108 Loan Guarantee
- Other HUD-assisted construction

PRE-CONSTRUCTION REQUIREMENTS

- Pre-construction conference required
- Contract labor standards provisions
- Wage determination incorporated in bid

GRANTEE RESPONSIBILITIES

Certified Payroll Review

Weekly review of WH-347 forms for accuracy

Worker Interviews

On-site interviews using HUD-11 form

Site Visits

Regular monitoring for compliance

Enforcement

Report violations, withhold payments if needed

PART FOUR

Dual Jurisdiction Projects

Navigating when both Oregon and federal requirements apply simultaneously.

When both state & federal requirements apply

COMMON DUAL-JURISDICTION SCENARIOS

CDBG-Funded Projects

Federal HUD funds + state/local matching funds

State Infrastructure Bank Loans

State funds + federal pass-through funds

EPA Water/Sewer Projects

Clean Water SRF or Drinking Water SRF projects

Transportation Projects

Federal highway funds + state matching

THE HIGHER WAGE RULE

When both state and federal requirements apply, contractors must pay the HIGHER of the two wage rates for each classification.

DOCUMENTATION REQUIREMENTS

- Wage comparison analysis in project files
- Both federal WH-347 and BOLI Addendum
- Document which rate is higher for each trade
- Retain records for both state and federal audits

Decision tree: which requirements apply?

START · Is this a public works construction project? ↓ YES

Over \$50,000 contract value?

YES

Oregon PWR Applies

NO

No state PWR

Federal funds involved & contract over \$2,000?

YES

Davis-Bacon Applies

NO

No federal DBA

If BOTH apply: use the higher wage rate for each classification, and submit both the federal WH-347 and the Oregon BOLI Addendum.

PART FIVE

Roles & Responsibilities

Understanding the compliance obligations of awardees, contractors, and oversight agencies.

Awardee / grantee responsibilities

PRE-CONSTRUCTION

- Include labor standards provisions in bids
- Obtain correct wage determination(s)
- Conduct pre-construction conference
- Collect contractor certifications

DURING CONSTRUCTION

- Collect and review payrolls weekly
- Conduct on-site worker interviews
- Monitor for compliance issues
- Address violations promptly

CLOSEOUT

- Ensure all payrolls submitted
- Complete wage compliance report
- Retain records (3+ years)
- Close out labor standards file

KEY POINT: The grantee bears PRIMARY RESPONSIBILITY. Active monitoring is required — not just paperwork collection.

Contractor & subcontractor responsibilities

PRIME CONTRACTOR DUTIES

Pay Required Wages

At least weekly, at prevailing rates for all classifications

Submit Certified Payrolls

Weekly, within 7 days of pay period end

Post Wage Determination

At job site in prominent location

Monitor Subcontractors

Collect and review sub payrolls, ensure compliance

SUBCONTRACTOR DUTIES

- Pay prevailing wages to all workers
- Submit certified payrolls to prime contractor
- Maintain accurate time and payroll records
- Cooperate with worker interviews
- Flow down requirements to lower-tier subs

COMMON VIOLATIONS

- Misclassification of workers
- Failure to pay overtime
- Late or incomplete payroll submissions
- Apprentice ratio violations

2024 Rule: increased prime contractor liability for subcontractor violations.

Government agency oversight

Oregon BOLI

State Enforcement

- Publishes prevailing wage rates
- Investigates complaints
- Conducts audits
- Assesses civil penalties
- Debarment authority

U.S. Dept. of Labor

Federal Enforcement

- Publishes wage determinations
- Wage & Hour Division investigations
- Back wage recovery
- Criminal referrals for willful violations
- Nationwide debarment

Funding Agencies

Program Oversight — HUD, EPA, USDA

- Grant monitoring
- Compliance reviews
- Technical assistance
- Funding sanctions

Key takeaways

1

Oregon PWR applies to public works construction contracts over \$50,000; federal DBA applies to federally-funded projects over \$2,000.

2

When both apply, pay the HIGHER wage rate for each classification and comply with both sets of requirements.

3

Grantees bear primary responsibility for compliance monitoring — active oversight is required, not just paperwork collection.

4

The 2024 Davis-Bacon final rule brought significant changes, including increased prime contractor liability for subcontractor violations.

5

Documentation is critical — maintain records of wage determinations, certified payrolls, and compliance activities.

6

Help is available — BOLI, DOL, and funding agencies all provide technical assistance and guidance.

Resources & references

OREGON RESOURCES

BOLI Prevailing Wage Rates

oregon.gov/boli/employers/Pages/prevailing-wage-rates.aspx

Oregon Revised Statutes 279C

oregonlegislature.gov/bills_laws/ors/ors279c.html

BOLI Wage & Hour Division

503-731-4200 · wageandhour.help@boli.oregon.gov

FEDERAL RESOURCES

SAM.gov Wage Determinations

sam.gov/content/wage-determinations

HUD Handbook 1344.1 Rev-3

hud.gov/program_offices/davis_bacon_and_labor_standards

DOL Wage & Hour Division

dol.gov/agencies/whd/government-contracts

Coming up in the training series

SESSION 2

Wednesday, April 1, 2026

Certified Payroll & Documentation

- WH-347 hands-on completion
- BOLI Addendum requirements
- Common errors to avoid

SESSION 3

Wednesday, May 6, 2026

Worker Interviews & Record Keeping

- Interview procedures
- Documentation standards
- Audit preparation

SESSION 4

Wednesday, June 3, 2026

Compliance & Advanced Topics

- Enforcement response
- Complex scenarios
- Rural adaptations

Technical assistance available: individual consultations and document review between sessions. Contact Tiffany Quintero · tiffany@capcontractalliance.com · 541-668-4117.

QUESTIONS & DISCUSSION

Open forum — let's work through your projects and questions together.

TRAINER

Tiffany Quintero
CAP Contract Alliance, LLC

EMAIL

tiffany@capcontractalliance.com

PHONE

541-668-4117

OBDD Program Contact: Fumi Schaadt · fumi.schaadt@biz.oregon.gov · 971-239-9020

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