



In the wake of Hurricane Florence, the U.S. Department of Labor- Wage and Hour Division (WHD) wants employers and employees in the communities affected by severe storms, floods, and other disasters to be aware that we are here to assist them with their labor law compliance needs.

- **Wages**

Questions about paying workers correctly or being paid correctly following the disaster and recovery? Contact the Department's [Wage and Hour Division](#) (see direct numbers below).

- **[Service Contract Act](#)**

- The Service Contract Act (SCA), which generally applies to federal or District of Columbia contracts for clean-up activities following a disaster, requires contractors and subcontractors performing services on prime contracts in excess of \$2,500 to pay service employees in various classes no less than the wage rates and fringe benefits found prevailing in the locality, or the rates (including prospective increases) contained in a predecessor contractor's collective bargaining agreement.

- **[Davis-Bacon Regulations for Federal Contractors](#)**

- The Davis-Bacon Act requires all contractors and subcontractors performing work on federal or District of Columbia construction contracts or federally assisted contracts in excess of \$2,000 to pay their laborers and mechanics not less than the prevailing wage rates and fringe benefits for corresponding classes of laborers and mechanics employed on similar projects in the area. In addition to the Davis-Bacon Act itself, Congress has added prevailing wage provisions to approximately 60 statutes which assist construction projects through grants, loans, loan guarantees, and insurance. These are referred to as "Related Acts."

- **Recording Hours Worked**

- [Download the DOL Timesheet App](#) to record the number of hours you have worked and calculate the amount you may be owed by your employer.

WHD is furnishing answers to some basic questions to ensure that in this critical time individuals are paid properly for work they perform.

- **Employment & Wages Under Federal Law During Natural Disasters & Recovery**

- **Fact Sheet #72** ([PDF](#), [TEXT](#))
    - Chinese Version ([PDF](#))
    - Spanish Version ([PDF](#))
    - Vietnamese Version ([PDF](#))

- [U.S. Department of Labor Stands Ready to Assist North Carolina in Wake of Hurricane Florence \[9/13/2018\]](#)

Additional Information can be found at:

- Overtime Regulations: 29 CFR Part 541 Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees; Final Rule: <https://www.dol.gov/whd/overtime/regulations.pdf>
- Fact Sheet #17A: Exemption for Executive, Administrative, Professional, Computer & Outside Sales Employees Under the Fair Labor Standards Act (FLSA): [https://www.dol.gov/whd/overtime/fs17a\\_overview.pdf](https://www.dol.gov/whd/overtime/fs17a_overview.pdf)
- Fact Sheet #17G: Salary Basis Requirement and the Part 541 Exemptions Under the Fair Labor Standards Act (FLSA): [https://www.dol.gov/whd/overtime/fs17g\\_salary.pdf](https://www.dol.gov/whd/overtime/fs17g_salary.pdf)
- Handy Reference Guide to the FLSA: <https://www.dol.gov/whd/regs/compliance/wh1282.pdf>
- Watch and Learn: FLSA Compliance Videos: <https://www.dol.gov/whd/flsa/videos.htm>
- Common questions about workers and businesses: <https://www.employer.gov/>

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