## STATEMENT OF COMPLIANCE

(1) That I pay or supervise the payment of the persons employed by  (1) That I pay or supervise the payment of the persons employed by  (2) That dusing the payroll period commencing on the day of all persons employed on said project have been paid the day of all persons employed on said project have been paid the weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said from the full weekly wages carared by any person and that no deductions as defined it geglations, Part 3 (29 CFR subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948.6 at. 108, 72 Stat. 967; 76 Stat. 357; 40 U.S.C. 2769, and described below:  (2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete, the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wagermination incorporated into the contract; that the classifications set forth therein for each laborers or mechanic conform wife work be performed.  (3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered in a state apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor.  (4) That:  (a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS  In addition to the basic hourty wage rates paid to each laborer or mechanic listed in the above—Referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate program for the benefit of such employed basic bourly wage rate plus the amount of the required fring benefits as listed in the contract have been or will be made to appropriate program for the benefit of such employees benother as noted in Section 4(c) below.  (b) WHERE FRINGE BENEFITS ARE PAID IN CASH  EACLADORE BENEFITS ARE PAID IN CASH  EACLADORE BENEFITS ARE PAID IN CASH  EACLADOR	Date		
(1) That I pay or supervise the payment of the persons employed by (Contractor or subcontractor)  (a) (Building or work)  (b) (Building or work)  (a) and ending the day of (a) and ending the made either directly or indirectly to or on behalf of sair from the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of sair from the full weekly wages earned by any person and that no deductions have been either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined it guildinos, Part 3 (2) CTR subtitle (A), issued by the Secretary of Labor under the Copedand Act, as amended (48 Stat. 948.6 at. 108, 72 Stat. 967, 76 Stat. 357; 40 U.S.C. 2769, and described below:  (2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; the ewage rates for laborers or mechanic sontialed therein are not less than the applicable wage rates contained in any wage termination incorporated into the contract; that the classifications set forth therein for each laborers or mechanic conform with work the performed.  (3) That any apprentices employed in the above period are duly registered in a bona flide apprenticeship program register than a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United State Department of Labor.  (4) That:  (a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS  In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above period are duly registered in a bona flide apprenticeship and Training, United State payment and the state apprenticeship and Training that the state of the payrolic payments of fringe benefits as itself in the contract have been or will be made to appropriate program for the benefit of such employees, except as noted in Section 4(c) below.  (b) WHERE FRINGE BENEFITS ARE PAID IN CASH  EXPLANATION  (c) EXCEPTIONS  EXCEPTION (CRAFT)	,	The state of the s	
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THE WILFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR	THE WHI PUL RAI SIRICATION OF ANY OF THE AROVE STATEMENT	S MAY SURJECT THE CONTRACTOR OR SURCONTRACTOR TO CIVIL OR	

# INSTRUCTIONS FOR PREPARATION OF STATEMENT OF COMPLIANCE

This statement of compliance meets needs resulting form the amendment of the Davis-Bacon Act to include fringe benefits provisions. Under this amended law, the contractor is required to pay fringe benefits as predetermined by the Department of Labor, in addition to payment of the minimum rates. The contractor's obligation to pay fringe benefits may be met by payment of the fringes to the various plans, funds, or programs or by making these payments to the employees as cash in lieu of fringes.

The contractor should show on the face of his payroll all monies paid to the employees whether as basic or as cash in lieu of fringes. The contractor shall represent in the statement of compliance that he is paying to others fringes required by the contract and not paid as cash in lieu of fringes. Detailed instructions follow:

## Contractors who pay all required fringe benefits:

A contractor who pays fringe benefits to approved plans, funds, or programs in amounts not less than were determined in the applicable wage decision of the Secretary of Labor shall continue to show on the face of his payroll the basic cash hourly rate and overtime rate paid to his employees, just as he has always done. Such a contractor shall check paragraph 4(a) of the statement to indicate that he is also paying to approved plans, funds, or programs not less than the amount predetermined as fringe benefits for each craft. Any exception shall be noted in Section 4(c).

### Contractors who pay no fringe benefits:

A contractor who pays no fringe benefits shall pay to the employee and insert in the straight time hourly rate column of his payroll an amount not less than the predetermined rate for each classification plus the amount of fringe benefits determined for each classification in the applicable wage decision. Inasmuch as it is not necessary to pay time and a half on cash paid in lieu of fringes, the overtime rate shall be not less than the sum of the basic predetermined rate, plus the half time premium on the basic or regular rate plus the required cash in lieu of fringes at the straight time rate. To simplify computation of overtime, it is suggested that the straight time basic rate and cash in lieu of fringes be separately stated in the hourly rate column, thus \$3.25/.40. In addition, the contractor shall check paragraph 4(b) of the statement to indicate that he is paying fringe benefits in cash directly to his employees. Any exceptions shall be noted in Section 4(c).

### Use of Section 4(c), Exceptions

Any contractor who is making payment to approved plans, funds, or programs in amounts less than the wage determination requires is obliged to pay the deficiency directly to the employees as cash in lieu of fringes. Any exceptions to Section 4(a) or 4(b), whichever the contractor may check, shall be entered in Section 4(c). Enter in the Exception column the craft, and enter in the Explanation column the hourly amount paid the employees as cash in lieu of fringes, and the hourly amount paid to plans, funds, or programs as fringes.