

SDDOT CONSTRUCTION MANUAL
PROJECT MANAGEMENT SECTION
CHAPTER 9 – BULLETIN BOARD

BULLETIN BOARD

The appropriate posters are to be posted by the prime contractor. The posters **MUST** be displayed on a weatherproof bulletin board in a conspicuous and accessible location to the employees who are working at the construction project site. In addition, each subcontractor whose subcontract is \$10,000 or more is required to post the EEO #7 poster. The appropriate posters are provided to the prime contractors at the SDDOT's pre-construction meetings. Most of the posters are available in English and in Spanish. If additional or replacement posters are needed for a bulletin board, please contact the DOT Project Engineer whose name and phone number are listed in the SDDOT's pre-construction minutes that are provided to each prime contractor. Below are the bulletin board poster requirements for the various types of South Dakota Department of Transportation's (SDDOT's) highway construction or repair projects:

Non-Federal-funded construction contracts awarded for less than \$100,000:

- None

Non-Federal-funded construction contracts awarded for \$100,000 or more:

- U.S. DOL Davis-Bacon Wage Decision poster, [go to SDDOT Wage Requirements page](#)
- [WH-1321 Davis-Bacon Employee Rights \(English, Revised Oct-2017\)](#) [formerly FHWA-1495 "Important" poster]
- [WH-1321 Davis-Bacon Employee Rights \(Spanish, Revised Oct-2017\)](#)
- [Equal Employment Opportunity is THE LAW \(English, Revised Nov-2009\)](#)
- [Equal Employment Opportunity is THE LAW \(Spanish, Revised Nov-2009\)](#)
- Job Safety & Health Protection ([OSHA-3165-English, Rev-2015](#)); older versions acceptable
- Job Safety & Health Protection ([OSHA-3167-Spanish, Rev-2015](#)); older versions acceptable
- WH-1462 Employee Polygraph Protection Act (see 1462 links below)
- *WH-1420 Your Rights Under the Family Medical Leave Act (see *1420 note and links below)

Federal-aid construction contracts exceeding \$2,000:

- U.S. DOL Davis-Bacon Wage Decision poster, [go to SDDOT Wage Requirements page](#)
- [WH-1321 Davis-Bacon Employee Rights \(English, Revised Oct-2017\)](#) [formerly FHWA-1495 "Important" poster]
- [WH-1321 Davis-Bacon Employee Rights\(Spanish, Revised Oct-2017\)](#)
- [FHWA-1022 "Notice" poster \(English, Revised May-2015\)](#) Whoever knowingly makes any false statement or false representation or false claim in any statement, certificate or report; shall be fined under Title 18 USC Section 1020 or imprisoned not more than five years, or both.
- [FHWA-1022 "Notice" poster \(Spanish, Revised May-2015\)](#)
- [Equal Employment Opportunity is THE LAW \(English, Revised Nov-2009\)](#) AND
- [EEO is the Law-English Supplement](#)
- [Equal Employment Opportunity is THE LAW \(Spanish, Revised Nov-2009\)](#) AND
- [EEO is the Law-Spanish Supplement](#)










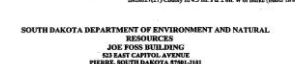
- EEO #7 (EEO Policy Statement & Company EEO Officer) (Revised May-2009)
- Job Safety & Health Protection ([OSHA-3165-English, Rev-2015](#)); older versions acceptable
- Job Safety & Health Protection ([OSHA-3167-Spanish, Rev-2015](#)); older versions acceptable
- [WH-1462 Employee Polygraph Protection Act \(English, Revised July-2017\)](#)
- [WH-1462 Employee Polygraph Protection Act \(Spanish, Revised July-2017\)](#)
- [*WH-1420 Your Rights Under the Family Medical Leave Act \(English, Revised Apr-2016\)](#)
- [*WH-1420 Your Rights Under the Family Medical Leave Act \(Spanish, Revised Apr-2016\)](#)

* 1420 poster is not commonly required to be posted on project site bulletin boards. If a company employs more than 50 employees and 50 or more employees of this company are working within 75 miles of the project site, this poster is required to be posted. If your company meets this requirement, please print and post the WH-1420 poster on the project bulletin board.

EXAMPLE BULLETIN BOARD POSTER SET

Attachment 1 includes an example set of posters required to be posted on the project bulletin board. The Area Offices are sent the most current posters from the Labor Compliance Officer, so they can be distributed to the Prime Contractor at the preconstruction meeting.

BULLETIN BOARD POSTER SET 2022

<p>English-OSHA</p> <p>Job Safety and Health IT'S THE LAW!</p>  <p>English-OSHA</p>	<p>English-FHWA-1022</p> <p>NOTICE</p> <p>The highway construction underway at this location is a Federal-aid project and is subject to applicable State and Federal laws, including Title 18, United States Code, Section 1020, which reads as follows:</p> <p>"Whoever, being an officer, agent, or employee of the United States, or any State or Territory, or whoever, whether a person, association, firm or corporation, knowingly makes any false statement, false representation or false report to the Secretary of Transportation, or to any other officer, agent, or employee of the United States, or any State or Territory, or whoever, with respect to the performance of any work, or the quantity or quality of the work performed, or to be performed, or the cost thereof in connection with the submission of plans, maps, specifications, contracts, or costs of construction of any highway or related project submitted for approval to the Secretary of Transportation, or</p> <p>Whoever, knowingly makes any false statement, false representation, false report, or false claim with respect to the character, quality, or quality of cost of any work performed or to be performed, or materials furnished or to be furnished, in connection with the construction of any highway or related project approved by the Secretary of Transportation, or</p> <p>Whoever knowingly makes any false statement or false representation as to a material fact in any statement, certificate, or report submitted pursuant to the provisions of the Federal Aid Road Act approved July 11, 1916 (39 Stat. 305) as amended and supplemented,</p> <p>Shall be fined under this title or imprisoned not more than five years, or both."</p> <p>Any person having reason to believe this statute is being violated should report the same to the agency representative(s) named below.</p> 	<p>English-WH-1321</p> <p>EMPLOYEE RIGHTS UNDER THE DAVIS-BACON ACT</p> <p>FOR LABORERS AND MECHANICS EMPLOYED ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS</p> 	<p>English-EEO is the Law</p> <p>Equal Employment Opportunity is THE LAW</p> <p>Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations</p> 	<p>English-EEO is the Law pg2</p> <p>Employees Holding Federal Contracts or Subcontracts</p> 	<p>English-EEO Supplement</p> <p>"EEO is the Law" Poster Supplement</p> <p>Employees Holding Federal Contracts or Subcontracts Section Revisions</p> 	<p>English-Polygraph ACT</p> <p>EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT</p> <p>The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.</p> 	<p>English-FMLA +50 & 75mi</p> <p>EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT</p> <p>THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION</p> 
<p>Spanish-OSHA</p> <p>Seguridad y Salud en el Trabajo ¡ES LA LEY!</p>  <p>Spanish-OSHA</p>	<p>Spanish-FHWA-1022</p> <p>AVISO</p> <p>La construcción de carreteras en esta lugar es un proyecto Federal o construido con asistencia Federal y está sujeto a las leyes federales y estatales, incluyendo el Título 18, Código de Estados Unidos, Sección 1020, que dice lo siguiente:</p> <p>"Si, siendo un funcionario, agente o empleado de los Estados Unidos, o de cualquier estado o territorio, o cualquier otra persona, asociación, empresa, corporación, o si, sabiendo que cualquier declaración falsa, false representación, o informe falso en conexión con la presentación de planes, mapas, especificaciones, contratos, o costos de construcción de cualquier proyecto de construcción de una carretera o un proyecto relacionado aprobado por el Secretario de Transportación, o</p> <p>Si que a sabiendas hace una declaración falsa, false representación, informe falso, o declaración falsa en cuanto al carácter, calidad, cantidad, o el costo de cualquier trabajo realizado o por realizar, o sobre los materiales suministrados o por suministrarse, en relación con el proyecto de construcción de una carretera o un proyecto relacionado aprobado por el Secretario de Transportación, o</p> <p>Si que a sabiendas hace cualquier declaración falsa o false representación sobre un hecho material en cualquier declaración, certificado o informe presentado de conformidad con las disposiciones de la Ley de Asistencia Federal de Carreteras aprobada el 11 de julio de 1916 (39 Stat. 305), según enmendada y suplementada, Será multado bajo este título o encarcelado por un término mínimo de cinco años, o ambas."</p> <p>Cualquier persona que tenga razones para creer que esta ley ha sido incumplida, deberá informarlo al representante de la(s) Agencia(s) que se enumeran a continuación.</p> 	<p>Spanish-WH-1321</p> <p>DERECHOS DEL EMPLEADO BAJO LA LEY DAVIS-BACON</p> <p>PARA OBREROS Y MECÁNICOS EMPLEADOS EN PROYECTOS DE CONSTRUCCIÓN FEDERAL O CON ASISTENCIA FEDERAL</p> 	<p>Spanish-EEO is the Law</p> <p>La igualdad de oportunidades de empleo es LA LEY</p> <p>Empresas privadas, gobiernos locales y estatales, instituciones educativas, agencias de empleo y organizaciones de trabajo</p> 	<p>Spanish-EEO is the Law pg2</p> <p>Empresas que tengan contratos o subcontratos con el gobierno federal</p> 	<p>Spanish-EEO-Supplement</p> <p>"IOE es la Ley" Cartel Suplementario</p> <p>Sección revisada de empleadores que mantienen contratos o subcontratos federales</p> 	<p>Spanish-Polygraph ACT</p> <p>DERECHOS DEL EMPLEADO LEY PARA LA PROTECCIÓN DEL EMPLEADO CONTRA LA PRUEBA DEL POLÍGRAFO</p> <p>La Ley Para La Protección del Empleado contra la Prueba de Polígrafo le prohíbe a la mayoría de los empleadores del sector privado que utilicen pruebas con detectores de mentiras durante el período de pre-empleo o durante el curso de empleo.</p> 	<p>Spanish-FMLA +50 & 75mi</p> <p>DERECHOS DEL EMPLEADO SEGÚN LA LEY DE AUSENCIA FAMILIAR Y MEDICA</p> <p>DIVISION DE HORAS Y SALARIOS DEL DEPARTAMENTO DE EE. UU.</p> 
<p>English – Wage “Front”</p> 	<p>Spanish-Wage “Front”</p> <p>DIVISION DE HORAS Y SALARIOS Wage and Hour Division U.S. Department of Labor (DOL) 200 Constitution Avenue, N.W. Washington, DC 20210</p> 	<p>EEO-7's</p> <p>NOTICE</p> <p>To: Employees, Applicants for Employment and Potential Employers</p> <p>From: (Print Name)</p> <p>Subject: Project Name, Equal Opportunity Policy</p> <p>It is the operating policy of this company to afford all persons equal employment opportunity without regard to their race, color, religion, sex, national origin, age or disability. The following is our company policy:</p> <p>It is the policy of this company to assure that applicants are employed, and that employees are treated equally during employment, without regard to their race, color, religion (including religiously accommodating an employee's religious practices where the accommodation does not impose undue hardship), sex (including pregnancy and sexual harassment), age, disability, or national origin. Such action shall include, but is not limited to, recruitment, advertising, hiring, promotion, compensation, and selection for training, including apprenticeship, job apprenticeship, on-the-job training, or the job training.</p> <p>We also encourage the use of available training programs and will be happy to advise you what programs are available, the entrance requirements for each, as well as assisting in applying for and entering such programs. Any supervisor will be happy to discuss the training program with you.</p> <p>All present employees are requested also to encourage minorities and women to make application for employment with this company or to apply for training under available programs.</p> <p>Please check to be certain the above listing is the same as listed in the Notice of Intent.</p> <p>PLEASE NOTE: The cover page of the general permit states the permit expires on June 30, 2007. This permit is still in effect. The department is in the process of reissuing the General Permit for Storm Water Discharge Associated with Construction Activities. However, since we have not yet finalized this permit, we are still allowing people to register under the old permit. This letter gives you full coverage under the permit and allows you to open, in spite of the fact that it is past the expiration date. You will be notified when a new permit is issued and you will be allowed to "roll over" your coverage under the new permit.</p> <p>Contact Information: Randy Brown SEDD Project Engineer 842-0810 Office 208-0807 Cell Email: randy.brown@state.sd.us</p> 	<p>SWPPP-NOI</p> <p>DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES</p> <p>FW 2029 JOB #2061862 S21421 CAPTN PERMITS, SOUTH DAKOTA 57003-3112 www.dnr.sd.gov</p> 	<p>SWPPP LOCATION</p> <p>STORM WATER POLLUTION PROTECTION PLAN (SWPPP)</p> <p>NH0083(62)55 PCN 0207 Mellette County</p> <p>Contact Information: Randy Brown SEDD Project Engineer 842-0810 Office 208-0807 Cell Email: randy.brown@state.sd.us</p> 	<p>SWPPP-General Permit</p> <p>South Dakota Department of Environment and Natural Resources Bismarck, SD 57003 JOE FOSB BUREAU PERMITS, SOUTH DAKOTA 57003-3112 www.dnr.sd.gov</p> 	<p>SWPPP-Reservations</p> <p>Need to post Federal EPA NOI permit when within Reservation boundaries.</p> 	<p>SD DOT</p> 