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To: Lemoore City Council
From: Judy Holwell, Project Manager 
Date: June 12, 2014
Subject: Training Event for Federal Labor Standards Requirements for Housing and Urban Development (HUD) Funding Recipients

I attended a training workshop regarding the requirements associated with the receipt of Housing and Urban Development (HUD) funding pertaining specifically to projects funded through the Community Development Block Grant Program (CDBG), Neighborhood Stabilization Program (NSP), and HOME Program. As you might imagine, there are numerous requirements pertaining to the use of such federal funds. The training session provided valuable information on the following topics:

Compliance with Davis-Bacon (prevailing wage) requirements

- Recipients (sub-recipients) responsibilities
- Prime contractor responsibilities
- Construction contract requirements
- Certified payroll & recordkeeping
- Labor standards monitoring
- Potential debarment & sanctions against repeat violators
- Semi-Annual Labor Standards Enforcement Report (SAR)
- Department of Labor – statutory provisions
- HUD related laws & handbook (HUD Handbook 1344.1 Rev 2)

Davis-Bacon investigation procedures

- Determining 'prevailing wages'
- Contracting agency enforcement responsibility
- Davis-Bacon labor standards
- Conducting investigation
- Employee interviews
- Determining compliance
- Computing liquidated damages
- Withholding of funds
- Computing back wages
- Conclusion of investigation
- Debarment & debarment criteria

Construction contract requirements

- Wage decision: lock-in, how to locate, type
- Request for additional classifications
- Contractor clearance
- Definitions:
 - Laborer vs Mechanic
 - Split classification
 - Apprentice & Trainee
 - Piece work
 - Working subcontractors
 - Site of work
 - Surveyors

Apprenticeship Program – Division of Apprenticeship Standards

- Apprentices on Davis-Bacon projects
- Roles of the federal & state governments
- Apprentice Davis-Bacon Certification

Section 3 of the Housing & Urban “Development Act of 1968

- Applicability: funding thresholds
- Contractors & subcontractors
- Residents – hiring preference
- Business concerns – priority consideration
- Notification, reporting & compliance
- Findings of non-compliance