

# Checklist of Labor Law Requirements

(In accordance with CA Labor Code § 1771.5 and CCR § 16421)

Pre-Job Conference Date: \_\_\_\_\_ Prime Contractor: \_\_\_\_\_  
LCO Representative: \_\_\_\_\_ Bid No.: \_\_\_\_\_  
Project Title: \_\_\_\_\_

The Federal and State Labor law requirements applicable to the contract are composed of but not limited to the following items:

- 1) **Payment of Prevailing Wage** The contractor's duty to pay prevailing wages under Labor Code Section 1770 *et seq.*, should the project exceed the exemption amounts;
- 2) **Apprentices** The contractor's duty to employ registered apprentices on the public works project under Labor Code Section 1777.5;
- 3) **Penalties** The penalties for failure to pay prevailing wages (for non-exempt projects) and employ apprentices including forfeitures and debarment under Labor Code Sections 1775 and 1777.7;
- 4) **Certified Payroll Records** The requirement to keep and submit copies upon request of certified payroll records under Labor Code Section 1776., and penalties for failure to do so under Labor Code Section 1776(g);
- 5) **Nondiscrimination in Employment** The prohibition against employment discrimination under Labor Code Section 1777.6, the Government Code, and Title VII of the Civil Rights Act of 1964;
- 6) **Kickback Prohibition** The prohibition against accepting or extracting kickbacks from employee wages under Labor Code Section 1778;
- 7) **Acceptance of Fees Prohibition** The prohibition against accepting fees for registering any person for public work under Labor Code Section 1779; or for filing work orders on public works under Labor Code Section 1780;
- 8) **Listing of Subcontractors** The requirement to list all subcontractors under Public Contract Code Section 4100 *et seq.*;
- 9) **Proper Licensing** The requirement to be properly licensed and to require all subcontractors to be properly licensed and the penalty for employing workers while unlicensed under Labor Code Section 1021 and under the California Contractors License Law, found at Business and Professions Code Section 7000 *et seq.*;
- 10) **Unfair Competition Prohibited** The prohibition against unfair competition under Business and Professions Code Sections 17200-17208;
- 11) **Workers' Compensation Insurance** The requirement that the contractor be properly insured for Workers Compensation under Labor Code Section 1861;
- 12) **OSHA** The requirement that the contractor abide by the Occupational, Safety and Health laws and regulations that apply to the particular construction project;
- 13) **Undocumented Workers** The federal prohibition against hiring undocumented workers, and the requirement to secure proof of eligibility/citizenship from all workers;
- 14) **Itemized Wage Statements** The requirement to provide itemized wage statements to employees under Labor Code section 226.

**I acknowledge that I have been informed and am aware of the foregoing requirements presented by the City of San Diego in accordance to California Labor Code § 1771.5 and CCR § 16421.**

\_\_\_\_\_  
Name of Contractor's Representative

\_\_\_\_\_  
Signature of Contractor's Authorized Representative

\_\_\_\_\_  
Date