

**STATE**

**OF**

**TENNESSEE**

| (Rev. 5-1-95)

January 1, 2021

**SPECIAL PROVISION**

**REGARDING**

**LABOR (STATE PROJECTS ONLY)**

The contractor will be required to comply with the provisions of Title 12, Chapter 4, Part 4, Tennessee Code Annotated, relative to payment of prevailing wages and also the following rules and regulations as established by the Tennessee Department of Labor:

- (1) Classify all laborers and mechanics conformably with schedule of classification in the contract.
- (2) Apprentices may be employed only under a bona fide apprenticeship program, registered with the Bureau of Apprenticeship, U.S. Department of Labor.
- (3) Wages rates must be posted in a prominent place on the site of construction and must be made available to all mechanics and laborers employed on the project at all times.
- (4) Pay all laborers and mechanics unconditionally and not less often than once each week the full wages earned.
- (5) Pay hourly rates which are not less than those listed for the class of labor being employed.
- (6) Pay overtime compensation as required by any applicable federal or state laws, rules or regulations.
- (7) Make no deductions from wages other than those authorized by law.
- (8) The contractor shall submit each week in which any contract work is performed a certified copy of all payrolls to the contracting agency. The address and social security number of each employee shall be shown the first time the employee appears on a payroll, and on any subsequent payroll when the employee's address changes.

The certifications will affirm that the payrolls are correct and complete, that the wage rates contained therein are not less than those determined by the Commissioner of Labor, and that the classifications set forth for each laborer and mechanic conform with the work performed. The contractor will make his employment records available for inspection by representatives of the contracting agency and the Department of Labor, and will permit such representatives to interview employees during working hours on a project.

Failure to submit payrolls within one week or to resubmit corrected payrolls within one week after notification may be reason to withhold progress payments.

The rates of pay for each classification of labor employees on this project as set out by the Labor Department of the State of Tennessee and made a part of this proposal contract, shall remain unchanged for the life of this contract.

Watchman and clerical employees are not to be covered by the Wage Scale, therefore, may be paid at or above the National Wage and Hour Law Rates.