



West Virginia Division of Highways Federal-Aid Project Required Postings List

Federal regulations require a bulletin board be erected at the project site where it is readily accessible to all employees working on the project, potential applicants for employment, and union representatives. Workplace notices and posters **must be displayed at all times** at the site of the work in a prominent and accessible place where they can be easily seen. Placing the required workplace notices and posters in a binder does not meet the requirement for displaying or posting in a conspicuous and accessible place where they are easily visible and will not be accepted.

Listed below are the twelve (12) mandatory items contractors are required to post on the bulletin board. Items one (1) through nine (9) are normally provided by the WVDOT Civil Rights Division at Pre-Construction Conferences (if held) and can also be downloaded and printed at www.fhwa.dot.gov/programadmin/contracts/poster.cfm and www.hrc.wv.gov/about/Documents/2018-02-20%2c%20whiteCardStock-NEW%20Notice%20HRA-FHA-PWFA.pdf. It is the contractor's responsibility to obtain items ten (10) through twelve (12).

Item	Poster Number	Name of Poster/Document	Required By
1	None	Know Your Rights: Workplace Discrimination is Illegal (Revised 6/27/2023)	Section 503 of the Rehabilitation Act of 1973, 38 U.S.C. 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, 41 CFR Chapter 60-I .42; 41 CFR 60-250.4(k), 41 CFR 60-74 1.5(a), FHWA-1273 §II(3)(d)
2	OSHA 3165-04R 2026	OSHA Cares (Revised 2026)	29 USC 657(c), 29 CFR 1903.2 through FHWA-1273 §VII(1)
3	WH1420	Employee Rights and Responsibilities Under the Family and Medical Leave Act (Revised 04/2023)	29 CFR 825.300 and 825.400 for employers of more than 50 people.
4	WH1462	Employee Polygraph Protection Act (Revised 02/2022)	29 CFR 801.6
5	USERRA	Your Rights Under USERRA (Revised 07/2026)	38 USC 4334(a) & 20 CFR 1002
6	FHWA-1022	Notice – Federal Aid Project (Revised 05/2015)	18 USC 1020, 23 CFR 635.119, FHWA-1273 §VIII
7	WHD1420	Employee Rights Under the Fair Labor Standards Act (Revised 04/2023)	29 CFR 516.4
8	WH1321	Employee Rights Under the Davis-Bacon Act (Revised 07/2024)	29 CFR 5.5(a)(1) and FHWA-1273 §IV(1)(a)
9	WVHRA	The West Virginia Human Rights Act (Revised 02/20/2018)	WV Human Rights Commission
10	Prevailing Wage Rates Included in the Contract (Post with WH1321: Employee Rights Under the Davis-Bacon Act)		29 CFR 5.5(a)(1) and FHWA-1273 §IV(1)(a)
11	Contractor's EEO Policy Statement		41 CFR 60-741.44 through FHWA-1273 §II(1)(b)
12	Contractor's Complaint Procedure		41 CFR 60-741.44 through FHWA-1273 §II(1)(b)