WORKER RIGHTS
UNDER EXECUTIVE ORDER 13658

FEDERAL MINIMUM WAGE FOR CONTRACTORS

$13.65 PER HOUR

EFFECTIVE MAY 11, 2026 – DECEMBER 31, 2026

The law requires certain federal contractors to display this poster where employees can easily see it.

MINIMUM WAGE

- **$13.65 PER HOUR:** This rate applies to certain federal construction and service contracts that were entered into on or between **January 1, 2015, and January 29, 2022**, that have not been renewed or extended on or after January 30, 2022. For such covered contracts, EO 13658 generally requires that workers be paid at least **$13.65 per hour** for all time spent performing on or in connection with the contract from May 11, 2026, through December 31, 2026.

TIPS

- Covered tipped employees performing on or in connection with covered contracts must be paid a cash wage of at least **$9.55 per hour**, beginning on May 11, 2026, provided the employees receive sufficient tips to equal **$13.65 per hour** for all time spent performing on or in connection with the contract from May 11, 2026, through December 31, 2026.

EXCLUSIONS

- The EO 13658 minimum wage may not apply to some workers who provide support in connection with covered federal contracts for less than 20 percent of their hours worked in a week.
- The EO 13658 minimum wage may not apply to certain other occupations and workers.

ENFORCEMENT

- The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing this law. WHD can answer questions about your workplace rights and protections, investigate employers, and recover back wages. All WHD services are free and confidential. Employers cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office online at *dol.gov/agencies/whd/contact/local-offices* or by calling toll-free 866-4US-WAGE (866-487-9243). We do not ask workers about their immigration status. **We can help**.

ADDITIONAL INFORMATION

- Workers with disabilities whose wages are governed by special certificates issued under section 14(c) of the Fair Labor Standards Act must receive no less than the EO 13658 minimum wage for time spent performing on or in connection with covered contracts.
- Some state or local laws may provide greater worker protections and employers must follow the law that requires the highest rate of pay.
- More information about the EO 13658 minimum wage is available online at *dol.gov/agencies/whd/government-contracts/minimum-wage.*

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

866-487-9243
www.dol.gov/agencies/whd

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