



Throughout the life of a construction project labor compliance management can be one of the most overlooked aspects of a project, yet can have significant consequences if not adhered to and managed correctly. The labor compliance scope of services is constantly changing as new regulations are enacted by various entities and public agencies. It is important to keep on top of any policy changes that may arise during a project and adapt accordingly to meet these requirements. Not doing so can potentially lead to developers and contractors incurring significant fines and penalties. Murow Development Consultants Labor Compliance management services navigates these ever-changing waters – simplifying the process for our clients and keeping a close eye to make sure processes are carried out correctly and diligently.

MUROW DEVELOPMENT CONSULTANTS PROVIDES LABOR COMPLIANCE MANAGEMENT FOR THREE DIFFERENT AREAS OF NEED:

- **Public Works Projects as funded by local or state agencies**
 - Any public works project funded or reimbursed by local or state agencies must follow all Prevailing Wage requirements as set out by the Department of Industrial Relations. The team at Murow Development Consultants will start out by setting up a DIR number for your project. We will collect all necessary forms from Contractors and Subcontractors, including the DAS forms, the CAC2 forms, and their Fringe Benefit Statements. As the project progresses Murow Development Consultants will collect and audit Certified Payroll Reports as well as confirm their submittal to the DIR website. To ensure that all workers are protected, we will conduct site visits to interview field workers to ensure that they are receiving all of the pay / benefits owed to them. Once the project is completed, we will have all primary contractors sign a Final Affidavit to close out the project.
- **Davis Bacon Projects**
 - Projects that are funded by federal funds fall under Davis Bacon and Related Acts. Murow Development Consultants will develop a relationship with the Contract Administrator and will ensure all specific Davis Bacon requirements are met, appropriate jobsite postings, weekly payroll reporting on Davis Bacon specific payroll forms, etc. If the project is being administered by a local or state agency, it falls under all of the standard prevailing wage requirements and we will provide all services listed above.
- **Community Work Agreements and Master Labor Agreements**
 - Several public agencies and developers have signed into Community Work Agreements and Master Labor Agreements. Murow Development Consultants is able to oversee the enforcement and maintenance of these additional requirements. From conducting pre-construction meetings with union representatives, to pre-bids with contractors to educate and ensure adherence to any CWA or MLA requirements. During the construction phase, we will collect Letters of Assent as subcontractors are added and conduct site visits to verify all contractors on site qualify under the applicable CWA or MLA. If the project is publicly funded, we will also provide all services listed above for publicly funded projects.

To learn more with regards to this service, please contact Teresa Osso, Manager of Labor Compliance, at 949.398.6729 or by email at tosso@murowdc.com.