

WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East
State Capitol Complex - Building 3, Room 200 - Charleston, WV 25305
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West Virginia Jobs Act

Contractor's and Subcontractor's Responsibilities

A contractor or subcontractor working on a public authority's construction project with a total cost of \$500,000.00 or more that is funded entirely with public funds, excluding improvements funded in whole or in part by federal funds, must comply with the following West Virginia Jobs Act requirements.

1. **Hire** at least 75% of employees from the local labor market, with two (2) employees permitted from outside the local labor market.
 - The local labor market includes every West Virginia county and any county outside of West Virginia if any portion of that county is within fifty (50) miles of the border of West Virginia.
 - An employee's **primary residence** must be located within the local labor market to comply with the Jobs Act requirements.
2. **Contact** the nearest WorkForce West Virginia office and complete a job order if you are unable to employ the minimum number of employees from the local labor market.
 - WorkForce will either refer qualified job applicants or issue a written waiver permitting the employer to fill any positions covered by the waiver from outside the local labor market.
3. **Complete and submit** certified payroll or other comparable documents on a **weekly** basis to the public authority and/or Division of Labor that include at least:

The name and address of the employer, identification of the payroll number and the work week ending date, the name of the project location, identification of the contract number, the names of employees, each employee's work classification or job title, **physical address of the primary residence for each employee, including the county** and the days worked.

Pursuant to §21-1-3 and §21-1C-5 you may be required to supplement this information upon request.

4. **Pay civil penalties** of between \$250 to \$500 per day for **each employee** needed to meet the 75% requirement.

If you have additional questions, please contact the Division of Labor or send your inquiries to **JobsAct@wv.gov**.