



# INTERNATIONAL BOUNDARY & WATER COMMISSION WAGE DEDUCTION AUTHORIZATION

Project: \_\_\_\_\_ Contract Number: \_\_\_\_\_

Contractor Name: \_\_\_\_\_

*This form must accompany the first payroll report on which a deduction appears.*

Title 29, Part 3 of the Code of Federal Regulations provides for "anti-kickback" regulations as governed by the Copeland Act. The Contractor shall comply with the requirements incorporated by reference in the project Contract.

Payments for the benefit of employees, their families and dependents are permitted on federally assisted projects as long as the deduction is a) Not otherwise prohibited by law; b) Voluntarily consented to by the employee, in writing, and in advance of the period in which the work is to be done; and c) Such consent is not a condition either for the obtaining of, or the continuation of employment.

## **EMPLOYEE CONSENT TO WAGE DEDUCTION**

I, \_\_\_\_\_, authorize \_\_\_\_\_  
to deduct the amount noted from my paychecks at the frequency and for the timeframe noted.

<u>Purpose of Deduction</u> (see codes on reverse of form)	<u>Amount</u>	<u>Frequency</u> (Hr/Wk/Mo)	<u>Start</u>	<u>Stop</u> **
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

\*\* Leave blank or state "none" for continuous deduction

\_\_\_\_\_  
Employee's Signature                      Last 4 of SSN                      Date

*Do not include copies of court orders, judgments, or other personal paperwork with this form.  
If additional information is needed, it will be requested by USIBWC.*



## INTERNATIONAL BOUNDARY & WATER COMMISSION **WAGE DEDUCTION AUTHORIZATION** **INSTRUCTIONS**

The Davis-Bacon Act (DBA), the Fair Labor Standards Act Of 1938 (FLSA), the Contract Work Hours and Safety Standards Act (CWHSSA), and the Copeland “Anti-Kickback” Act are usually in Government construction Contracts.

All David-Bacon covered employees must fill out this form prior to any deductions other than those for social security, Medicare, or federal/state/local income tax withholding being taken out of their pay.

### Purpose of Deductions:

- A. Repayment of advance on wages
- B. Deductions for court ordered payments
- C. Deductions for contributions to fringe benefit plans
  - C.1. Retirement/Pension Plan
  - C.2. IRA/401(k)
  - C.3. Profit Sharing
  - C.4. Health, Dental, and/or Vision Insurance
- D. US savings bonds
- E. Repay loans or to purchase shares in a credit union
- F. Voluntarily contributions to organizations such as the Red Cross, United Way, or similar charitable organizations
- G. Union initiation fees and membership dues, not including fines or special assessments
- H. Payment for the “reasonable cost” of board, lodging, or other facilities
- I. Safety equipment