





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