



## Construction Industry Round Table

## Regulatory News

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### **3/03/2016 – DOL Proposes Paid Sick Leave Requirement for all Federal Contractors**

The Department of Labor (DOL) has published a proposed rule implementing President Obama's [Executive Order 13706](#) establishing paid sick leave for federal contractors. The Executive Order "requires certain parties that contract with the Federal Government to provide their employees with up to 7 days of paid sick leave annually, including paid leave allowing for family care." While the rulemaking appears to be a fairly benign level of seven days, it may run-afoul of some "stepped-up" leave policies that are governed by longevity or length of service, and it is not entirely clear whether "personal leave" days that can be used for vacation and/or sick leave (but are not designated as solely sick leave) qualify. [It should be noted that E.O. 13706 also requires standards with respect to accrual of sick leave (which may or may not meet with company policy), to wit Section 2 (d) states: "Paid sick leave accrued under this order shall carry over from 1 year to the next and shall be reinstated for employees rehired by a covered contractor within 12 months after a job separation."] Notwithstanding the resolution of these details, and the fact most if not virtually all CIRT member firms provide sick leave. . . it is yet another example of the federal government determining what the private sector must provide – with a "one size fit all" mentality.

To see the full text of the proposed rule go to: DOL, [Establishing Paid Sick Leave for Federal Contractors](#), 81 Fed. Reg. 9592 (Feb. 25, 2016).

You may submit comments, identified by Regulatory Information Number (RIN) [1235-AA13](#); Comments must be received **on or before March 28, 2016**.

Electronic Comments: Submit through the Federal e-Rulemaking Portal <http://www.regulations.gov>.