



Final Rules Released for EEO-1 Pay Data Reporting and Paid Sick Leave for Federal Contractors

On September 30, 2016, the US Department of Labor (DOL) published two new regulations that will impact businesses, including federal contractors and subcontractors, with 100 or more employees.

New EEO-1 Pay Data Reporting

Starting in March 2018, these employers will be required to report pay data on the annual Employer Information Report (EEO-1). The Equal Employment Opportunity Commission (EEOC) has released a copy of the proposed [new form](#). The new reporting requirement will start with the 2017 report, which will be due on March 31, 2018. The agency has also released a [Fact Sheet for Small Business](#), and a [question and answer document](#). Collection of this new data is intended to assist the EEOC in identifying possible pay discrimination and to help employers promote equal pay in their workplaces.

Paid Sick Leave for Federal Contractors

The DOL also announced final rules implementing Executive Order 13706 requiring covered federal contractors to provide paid sick leave for covered employees, which will go into effect 60 days after publication of the final rules. As proposed, the rules require federal contractors to provide at least one hour of paid sick leave for every 30 hours of work, for a total of at least 56 hours per year.

Next Steps for Employers

Employers should continue to monitor these rulings. As more information is released about these new rulings, we will continue to provide updates and guidance. If you have any questions regarding this e-Alert, please contact HR Knowledge at 508.339.1300 or [email us](#).

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