



AMERICAN BENEFITS COUNCIL

Benefits Briefing

Paid Leave Part I: Compliance with New Paid Leave Rules for Federal Contractors

Tuesday, October 25, 2-3 p.m. ET

BENEFITS BRIEFING WEBINAR: Paid Leave Part I: Compliance with New Paid Leave Rules for Federal Contractors

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The **American Benefits Council** will host a **Benefits Briefing** webinar on Tuesday October 25, at 2:00 p.m. Eastern Time, to update you on the U.S. Department of Labor's (DOL) [final rule](#) requiring paid leave for certain employees of federal contractors and their subcontractors.

(A second webinar will be held on October 27 at 2 p.m. ET to provide an update on the status of state, county and municipal paid leave mandates, discussion of federal legislative proposals addressing paid leave and Council activity. This notice will be sent soon.)

On October 25, Lynn Dudley, senior vice president, global retirement and compensation policy, will moderate the webinar. She will be joined by [Alexander J. Passantino](#) of *Seyfarth Shaw LLP*, who will provide additional expert analysis.

We will take questions from webinar participants throughout the session and attempt to answer as many as possible. Members are encouraged to [submit questions for the webinar in advance](#).

A recording of this session will be sent to all registrants. Even if you will not be able to attend in person, please register to receive a digital playback of the webinar automatically.

NOTE: Participation in Council webinars may be used toward continuing education/renewal requirements for many professional accreditation programs, but only by means of self-certification. Descriptions of past programs are available by [clicking here](#). Please retain your registration confirmation for your verification records.

Background:

As we reported in the September 30 Benefits Byte, The DOL issued [final regulations](#) implementing a new paid leave requirement for federal contractors, as established by President Obama's [Executive Order 13706](#). The Executive Order and regulations require parties that contract with the federal government to "provide their employees with up to seven days of paid leave annually, including paid leave allowing for family care."

Except for a specific delayed effective date applicable to certain collective bargaining agreements outlined in the rule, the provisions of the rule will apply to covered contracts awarded or renewed on or after January 1, 2017. The rule mandates that employees earn one hour of paid leave for every 30 hours worked and permitting no less than 56 hours of paid leave per year. While the title of the rule refers to paid “sick” leave, paid leave may be used for a variety of purposes such as mental or physical illness, child care or care for a spouse or domestic partner, for medical visits or for reasons of domestic violence or stalking.

The rule also sets up a series of requirements that must be observed by federal contractors and their subcontractors such as recordkeeping, notices to employees, tracking accrued leave and used leave by date, denials of requested leave, and secure storage and segregation of medical and other records from other types of records. These rules are required to be observed in addition to, rather than in lieu of state, county and municipal paid leave mandates.

For questions related to registration – If you have colleagues at your organization who would like to participate in this session, but do not regularly receive Council materials, please contact [Deanna Johnson](#), director, membership, or [Sondra Williams](#), manager, member and staff engagement, at (202) 289-6700.



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