

Executive Orders Update

- **13706 Establishing Paid Sick Leave for Federal Contractors** (effective on or after January 1, 2017).
 - Approximately one more year before contracts are due to renew
 - Accrual
 - 1 hour of sick leave for every 30 worked (minimum of 56 hours per year)
 - Provides for carryover provision
 - Provision for reinstatement
 - Usage
 - Request can be verbal or in writing
 - Denials must be communicated in writing with an explanation which cannot be based on whether the employee found a replacement worker or for operational needs
 - County can require a certification only for absences of 3 or more consecutive full days
 - Records relating to medical histories shall be maintained as confidential records
 - Expanded usage of sick over current policies/union contracts. Modifications will be required

- **13763 Fair Pay and Safe Workplaces**
 - Paycheck Transparency (effective January 1, 2017)
 - Provide non-exempt employees with pay advices that disclosed hours worked, overtime hours, pay , and any additions to or deductions made from their pay
 - Provide Independent Contractor with document informing them of their independent contractor status
 - Disclosure Requirement (effective April 25, 2017)
 - Prime contractors with contracts of \$500,000 or more (we have 2 contracts)
 - Subcontractors (effective October 25, 2017)

- **13665 Pay Transparency** (effective January 11, 2016)
 - Contractors or subcontractors over \$10,000 entered into or modified
 - Prohibitions
 - Policies which prevent applicants and employees from freely discussing their pay
 - Discharging or discriminating against
 - Any employee or applicant for employment
 - Because they inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant
 - Posting Requirements
 - Pay Transparency Policy Statement
 - Included in employee handbooks and manuals; and
 - Distributed to applicants and employees by either posting electronically or posting it physically where applicants and employees can see it

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- "EEO is the Law" posted where applicants and employees can see it
- **13658 Establishing a Minimum Wage for Contractors** (effective January 1, 2015)
 - Davis Bacon Act or Service Contract Act
 - Set at \$10.10 per hour
- **13672 Further Amendment to Executive Order 11246 , Equal Employment Opportunity** (effective August 21, 2014):
 - Prohibits federal contractors, or construction contracts, of over \$10,000 from discriminating in employment decisions on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin.
 - Will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin.
 - Take affirmative action to ensure applicants are employed, and employees are treated equally during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin.
 - Actions shall include, but not be limited to employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.
 - Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.
 - Contractor will, in all solicitations or advancements for employees placed by or on behalf of the contractor; state all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.
 - Contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under Section 202 of Executive Order No. 11246
 - The contractor shall include provisions of the EO in every subcontract or purchase order unless exempted by rules
 - "Construction contract" as used in this Order means any contract for the construction, rehabilitation, alteration, conversion, extension, or repair of buildings, highways, or other improvements to real property.