



Update on EEO-1 Reporting and Sick Leave for Government Contractors

The following article was written before the elections. With the outcome, both of these may be undone by President-elect Trump. However, in an effort to keep you informed about currently scheduled changes, we will proceed with publishing this. We will keep you updated with future actions.

The Government recently released two new updates for employers.

New Reporting Requirements with the EEO-1

The EEOC announced that they will start collecting data on **pay** and **hours worked** with the EEO-1 filing. They will also be changing the date from the current September deadline to March 31. The change will take place in March, 2018, so employers have 18 months to prepare. This is a big change and will most likely result in a significant time commitment for employers to be able to report all of the information required.

While this may not sound like a big change, the new EEO-1 will have boxes for over 3,000 pieces of summary data. This information will contain the gender and race of employees in each job category (e.g., Executive/Senior Level Officials and Managers; First/Mid-Level Officials and Managers; Professionals, etc.) broken into **one of twelve** salary bands. That means for just one job category, you could potentially have to break your employee data into 168 bits of information.

EEO-1 reporting requirements apply to companies with 100 or more employees, federal contractors or subcontractors with 50 or more employees and contracts of \$50,000 or more. One small piece of good news, however, is that small federal contractors and subcontractors (those with less than 100 employees) will be permitted to continue using the current EEO-1 report and will not be required to submit data by salary bands. The [new EEO-1](#) is on our website.



[Carol Reubel](#) or

[Carolyn Potter](#) in

Cincinnati.

[Lori Lewellen](#) in

Columbus.

888.237.9554



1200 Edison Dr.
Cincinnati, OH 45216-2276
Phone: 513.679.4120
Fax: 513.679.4139
Toll free: 888.237.9554
www.hrxperts.org

Paid Sick Leave for Employees of Certain Federal Contractors

The Department of Labor announced the final rule for paid sick leave for workers of companies that are covered by the Service Contract Act or the Davis-Bacon Act, concession contracts, or service contracts in connection with federal property or lands. **It does not apply to contracts for the manufacturing or furnishing of materials, supplies, article or equipment that are subject to the Walsh-Healey Public Contracts Act.** If you are a federal contractor or subcontractor and are covered by this new regulation, you need to be aware of these changes that will take place with any new contract awarded after January 1, 2017. For contracts entered into after that time, employees will accrue 1 hour of paid sick leave for every 30 hours worked on or in connection with a covered federal contract, up to 56 hours in a year. Employees may use the paid sick leave for:

- Their own illness
- Care of a family member or loved one who is ill or needs health care, including preventive care
- Purposes resulting from being the victim of domestic violence, sexual assault, stalking or to assist a family member or loved one who is a victim.

There are many more specifics to this new regulation but it covers very limited types of businesses. If you have questions, please contact [Carolyn Potter](#), [Lori Lewellen](#) or [Carol Reubel](#).