

# **President Obama Drafts Executive Order That Would Require All Federal Government Contractors and Their Subcontractors to Provide Paid Sick Leave**

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President Obama recently drafted an executive order that would require companies that contract with the federal government to provide paid sick leave to their employees. Under the draft order, federal contractors and their subcontractors would be required to provide at least 56 hours (7 days) of paid sick leave per year to employees. Employees would be able to use such leave for the following reasons:

1. For their own care;
2. To care for a family member, including a child, parent, spouse, domestic partner or other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship; and
3. To seek medical attention, obtain counseling, seek relocation assistance from a victim services organization or to take legal action if the need for such services or leave relates to domestic violence, sexual assault or stalking.

In addition, paid sick time accrued by a former employee would need to be reinstated to the employee if he/she is rehired within 12 months after separating employment.

Under the draft order, the Secretary of the Department of Labor would be required to publish detailed regulations implementing the order by September 30, 2016. The order would generally apply to contracts solicited or entered into on or after January 2017.

A copy of the proposed order can be found [here](#) (*New York Times* subscription may be required).

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