

## 22.2102 Policy.

(a) The Government *shall* require contractors to allow *employees* performing work on or in connection with a contract covered by E.O. 13706 to accrue and use *paid sick leave* in accordance with the E.O. and 29 CFR Part 13.

(b) Interaction with other laws. Nothing in E.O. 13706 or 29 CFR Part 13 *shall* excuse noncompliance with or supersede any applicable Federal or State law, any applicable law or municipal ordinance, or a collective bargaining agreement requiring greater *paid sick leave* or leave rights than those established under E.O. 13706 and 29 CFR Part 13. For additional details regarding interaction with the *Service Contract Labor Standards* statute, the Wage Rate Requirements (*Construction*) statute, the Family and Medical Leave Act, and State and local paid sick time laws, see 29 CFR [13.5\(f\)\(2\)](#) through (4).

(c) Interaction with paid time off policies. In accordance with 29 CFR [13.5\(f\)\(5\)\(i\)](#), the *paid sick leave* requirements of E.O. 13706 and 29 CFR Part 13 *may* be satisfied by a contractor's voluntary paid time off policy, whether provided pursuant to a collective bargaining agreement or otherwise, where the voluntary paid time off policy meets or exceeds the requirements. For additional details regarding paid time off policies, see 29 CFR [13.5\(f\)\(5\)\(ii\)](#) and (iii).

(d) Unless otherwise provided in this subpart, compliance is the responsibility of the contractor, and enforcement is the responsibility of the Department of Labor.

**Parent topic:** [Subpart 22.21 - Establishing Paid Sick Leave For Federal Contractors](#)