

**DEPARTMENT OF DEFENSE****GENERAL SERVICES  
ADMINISTRATION****NATIONAL AERONAUTICS AND  
SPACE ADMINISTRATION****48 CFR Chapter 1**

[Docket No. FAR 2018–0001, Sequence No. 4]

**Federal Acquisition Regulation:  
Federal Acquisition Circular 2005–100;  
Small Entity Compliance Guide****AGENCY:** Department of Defense (DoD),  
General Services Administration (GSA),and National Aeronautics and Space  
Administration (NASA).**ACTION:** Small Entity Compliance Guide.**SUMMARY:** This document is issued  
under the joint authority of DoD, GSA,  
and NASA. This *Small Entity  
Compliance Guide* has been prepared  
consistent with section 212 of the Small  
Business Regulatory Enforcement  
Fairness Act of 1996. It consists of a  
summary of the rules appearing in  
Federal Acquisition Circular (FAC)  
2005–100, which amends the Federal  
Acquisition Regulation (FAR). An  
asterisk (\*) next to a rule indicates that  
a regulatory flexibility analysis has been  
prepared. Interested parties may obtainfurther information regarding these  
rules by referring to FAC 2005–100,  
which precedes this document. These  
documents are also available via the  
internet at <http://www.regulations.gov>.**DATES:** August 22, 2018.**FOR FURTHER INFORMATION CONTACT:** For  
clarification of content, contact the  
analyst whose name appears in the table  
below. Please cite FAC 2005–100 and  
the FAR case number. For information  
pertaining to status or publication  
schedules, contact the Regulatory  
Secretariat Division at 202–501–4755.**RULES LISTED IN FAC 2005–100**

Item	Subject	FAR case	Analyst
*I .....	Paid Sick Leave for Federal Contractors .....	2017–001 .....	Delgado.
*II .....	Non-Retaliation for Disclosure of Compensation Information .....	2016–007 .....	Delgado.
III .....	Technical Amendments .....	.....	

**SUPPLEMENTARY INFORMATION:**Summaries for each FAR rule follow.  
For the actual revisions and/or  
amendments made by these rules, refer  
to the specific item numbers and  
subjects set forth in the documents  
following these item summaries. FAC  
2005–100 amends the FAR as follows:**Item I—Paid Sick Leave for Federal  
Contractors (FAR Case 2017–001)**DoD, GSA, and NASA are converting  
to a final rule, without change, an  
interim rule that amended the Federal  
Acquisition Regulation (FAR) to  
implement Executive Order (E.O.) 13706  
and a Department of Labor final rule  
issued on September 30, 2016, both  
entitled Establishing Paid Sick Leave for  
Federal Contractors. The rule requires  
contractors to allow all employees  
performing work on or in connection  
with a contract covered by the E.O. to  
accrue and use paid sick leave in  
accordance with E.O. 13706 and 29 CFR  
part 13. Contracting officers will include  
a clause in covered contracts. This FAR  
rule neither increases nor decreases the  
cost of the interim rule (81 FR 91627),  
which has been in effect since January  
1, 2017.**Item II—Non-Retaliation for Disclosure  
of Compensation Information (FAR  
Case 2016–007)**DoD, GSA, and NASA are converting  
to a final rule, without change, aninterim rule that amended the Federal  
Acquisition Regulation (FAR) to  
implement Executive Order (E.O.)  
13665, Non-Retaliation for Disclosure of  
Compensation Information. E.O. 13665,  
signed April 8, 2014, amended E.O.  
11246, Equal Opportunity in Federal  
Employment. The interim FAR rule also  
implemented a final rule issued by the  
Office of Federal Contract Compliance  
Programs (OFCCP) of the Department of  
Labor, entitled Government Contractors,  
Prohibitions Against Pay Secrecy  
Policies and Actions, which was  
published on September 11, 2015.E.O. 11246, originally issued  
September 24, 1965, establishes  
nondiscrimination and affirmative  
action obligations in employment for  
Federal contractors and subcontractors.  
It prohibits employment discrimination  
because of race, color, religion, sex,  
sexual orientation, gender identity, and  
national origin. E.O. 13665 amends E.O.  
11246 and its Equal Opportunity Clause  
by incorporating, as a covered  
prohibition, discriminating against  
employees and job applicants who  
inquire about, discuss, or disclose the  
compensation of the employee or  
applicant or another employee or  
applicant. Federal contractors and  
subcontractors must disseminate this  
nondiscrimination provision, using  
language prescribed by the Director of  
OFCCP, including incorporating theprovision into existing employee  
manuals or handbooks and posting it.  
There is no significant impact on small  
entities imposed by the FAR rule.**Item III—Technical Amendments**Editorial changes and updates to web  
links are made at FAR 2.101, 4.1603,  
4.1702, 5.102, 5.201, 5.207, 5.704, 5.705,  
6.305, 7.103, 7.105, 7.107–4, 8.405–6,  
8.501, 8.602, 9.406–3, 9.407–3, 14.201–  
2, 16.505, 17.502–1, 18.205, 19.704,  
19.1503, 22.001, 22.404–3, 22.1001,  
22.1021, 22.1022, 22.1304, 23.202,  
23.203, 23.205, 23.401, 23.405, 23.802,  
25.003, 25.703–2, 28.106–1, 28.106–3,  
28.203–3, 28.204–3, 31.205–6, 36.104,  
36.700, 41.301, 49.602, 52.208–8,  
52.212–1, 52.212–3, 52.212–5, 52.213–4,  
52.219–9, 52.222–6, 52.222–8, 52.222–  
30, 52.222–31, 52.222–32, 52.222–41,  
52.222–43, 52.223–17, 52.225–5,  
52.225–18, 52.225–25, 52.228–11,  
52.243–1, 52.244–6, 53.000, 53.102,  
53.209–1, 53.228, 53.249 and subpart  
53.3.

Dated: July 31, 2018.

**William F. Clark,**Director, Office of Government-wide  
Acquisition Policy, Office of Acquisition  
Policy, Office of Government-wide Policy.

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