

22.2101 Definitions.

As used in this subpart (in accordance with 29 CFR [13.2](#))-

Accrual year means the 12-month period during which a contractor *may* limit an *employee's* accrual of *paid sick leave* to no less than 56 hours (see 29 CFR [13.5\(b\)\(1\)](#)).

Certification issued by a health care provider has the meaning given in 29 CFR [13.2](#).

Employee-

(1)

(i) Means any person engaged in performing work on or in connection with a contract covered by E.O. 13706; and

(A) Whose wages under such contract are governed by the *Service Contract* Labor Standards statute ([41 U.S.C. chapter 67](#)), the Wage Rate Requirements (*Construction*) statute ([40 U.S.C. chapter 31, subchapter IV](#)), or the Fair Labor Standards Act (29 U.S.C. chapter 8);

(B) Including *employees* who qualify for an exemption from the Fair Labor Standards Act's minimum wage and *overtime* provisions; and

(C) Regardless of the contractual relationship alleged to exist between the individual and the employer; and

(ii) Includes any person performing work on or in connection with the contract and individually registered in a bona fide apprenticeship or training program registered with the Department of Labor's Employment and Training Administration, Office of Apprenticeship, or with a State Apprenticeship Agency recognized by the Office of Apprenticeship.

(2)

(i) An *employee* performs *on* a contract if the *employee* directly performs the specific services called for by the contract; and

(ii) An *employee* performs *in connection with* a contract if the *employee's* work activities are necessary to the performance of a contract but are not the specific services called for by the contract.

Health care provider has the meaning given in 29 CFR [13.2](#).

Multiemployer plan means a plan to which more than one employer is required to contribute and which is maintained pursuant to one or more collective bargaining agreements between one or more *employee* organizations and more than one employer.

Paid sick leave means compensated absence from employment that is required by E.O. 13706 and 29 CFR Part 13.

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