# PART 5322 - Application of Labor Laws to Government Acquisitions

**2019 Edition**

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## SUBPART 5322.1 — BASIC LABOR POLICIES

### 5322.101-1 General

Contracting officers must involve the Regional Labor Advisors in all labor relation actions outlined in [FAR Part 22](https://www.acquisition.gov/far/part-22), as required. [AFI 64-106](http://static.e-publishing.af.mil/production/1/saf_aq/publication/afi64-106/afi64-106.pdf), *Air Force Industrial Labor Relations Activities*, identifies the Regional Labor Advisors and their assigned geographical areas.

(e) See [MP5301.601(a)(i)](AFFARS-MP_PART-mp_5301.601(a)(i).docx#p53221011e) regarding authority to designate contracts requiring contractors to report actual or potential labor disputes to the contracting activity in addition to the following:

(i) Construction contracts in excess of the simplified acquisition threshold (SAT);

(ii) Service contracts in excess of the SAT; and,

(iii) Any contract that contains the clause at [FAR 52.222-1](https://www.acquisition.gov/far/part-52#FAR_52_222_1), *Notice to the Government of Labor Disputes*, (e.g., mission critical services).

### 5322.101-3-70 Impact of Labor Disputes on Defense Programs

(b)(ii) See [MP5301.601(a)(i)](AFFARS-MP_PART-mp_5301.601(a)(i).docx#p5322101370bii).

### 5322.103-4 Approvals

(a) The contracting officer is designated the agency approving official.

## SUBPART 5322.3 — CONTRACT WORK HOURS AND SAFETY STANDARDS STATUTE

### 5322.302 Liquidated Damages and Overtime Pay

(c) The Regional Labor Advisors are the agency officials responsible for acting on appeals in accordance with [DFARS 222.302(2)](https://www.acquisition.gov/dfars/part-222-application-labor-laws-government-acquisitions#DFARS-222.302). The Chief Air Force Labor Advisor ([SAF/AQCA](mailto:SAF.AQ.SAF-AQCA.Workflow@us.af.mil)) and the Regional Labor Advisors are authorized to take the actions in accordance with [FAR 22.302(c)](https://www.acquisition.gov/far/part-22#FAR_22_302).

## SUBPART 5322.4 — LABOR STANDARDS FOR CONTRACTS INVOLVING CONSTRUCTION

### 5322.406-13 Semi-annual Enforcement Reports

See [MP5301.601(a)(i)](AFFARS-MP_PART-mp_5301.601(a)(i).docx#p532240613).

## SUBPART 5322.8 — EQUAL EMPLOYMENT OPPORTUNITY

### 5322.805 Procedures

(a)(8) See [MP5301.601(a)(i)](AFFARS-MP_PART-mp_5301.601(a)(i).docx#p5322805a8).

## SUBPART 5322.18 — EMPLOYMENT ELIGIBILITY VERIFICATION

### 5322.1802 Policy

(d) See [MP5301.601(a)(i)](AFFARS-MP_PART-mp_5301.601(a)(i).docx#p53221802d).

## SUBPART 5322.70 — RESTRICTIONS ON THE EMPLOYMENT OF PERSONNEL FOR WORK ON CONSTRUCTION AND SERVICE CONTRACTS IN NONCONTIGUOUS STATES

### 5322.7003 Waivers

See [MP5301.601-90](AFFARS-MP_PART-mp_5301.601-90.docx). Submit requests for waivers through the SCO to [SAF/AQC](mailto:SAF.AQ.SAF-AQC.Workflow@us.af.mil) for approval.