

DOL Issues Guidance Regarding Interaction Between Affordable Care Act And Fringe Benefit Requirements Under Service Contract, Davis Bacon And Related Acts

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The Davis Bacon Act and the Davis Bacon Related Acts (collectively “DBRA”) and the Service Contract Act (“SCA”) impose additional obligations related to fringe benefits and wages on covered contractors. With the passing of the Affordable Care Act (“ACA”), there have been lingering questions as to how the mandate that Applicable Large Employers (“ALE”) provide insurance or pay a penalty, interacts with the obligations to provide fringe benefits under the DBRA and the SCA. On March 30, 2016, the U.S. Department of Labor (“DOL”) issued a memorandum addressing many of the lingering questions...

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