

Federal Law Alerts - November 2020

Federal Contractor Minimum Wage Rate for 2021

Effective January 1, 2021, the applicable minimum wage rate for workers performing work on or in connection with federal contracts covered by [Executive Order 13658](#) increases to \$10.95 per hour. Additionally, the required minimum cash wage for tipped employees performing work on or in connection with covered contracts increases to \$7.65 per hour.

DOL and New FLSA Opinion Letters

On November 3, 2020, the U.S. Department of Labor (DOL) announced the following new opinion letters that address compliance issues related to the Fair Labor Standards Act (FLSA):

- [FLSA2020-15](#): Addressing the compensability of time that employees spend attending voluntary training programs in certain situations.
- [FLSA2020-16](#): Addressing compensability of employee travel time in certain situations involving construction sites located away from the employer's principal place of business.

An [opinion letter](#) is an official, written opinion by the DOL's Wage and Hour Division (WHD) on how a particular law applies in specific circumstances.