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## United States Senate

COMMITTEE ON SMALL BUSINESS & ENTREPRENEURSHIP

WASHINGTON, DC 20510-6350

TELEPHONE: (202) 224-5175 FAX: (202) 224-5619

March 31, 2016

The Honorable Tom Perez  
Office of the Secretary  
United States Department of Labor  
200 Constitution Avenue Northwest  
Washington, DC 20210

Dear Secretary Perez,

As Chairman of the Senate Committee on Small Business and Entrepreneurship, I write to express my concerns about the Department of Labor's (DOL) proposed rule to establish paid sick leave for federal contractors. In accordance with the Regulatory Flexibility Act (RFA), the DOL conducted an Initial Regulatory Flexibility Analysis (IRFA) finding that this proposed rule affects an estimated 422,400 small federal contractors and subcontractors. I strongly request that you extend the public comment period to April 28, 2016 to ensure small businesses are given proper time to offer complete and constructive comments.

Additionally, I have significant concern that the DOL underestimated the amount of small businesses affected by this regulation. The agency's IRFA neglects to quantify and estimate the regulation's economic impact on restaurant, retail, outdoor recreation, and other private businesses with contracts to operate on military bases, federal buildings, and National Parks.

In an effort to accelerate the rule's implementation, the initial public comment period was only 30 days and ended on March 28, 2016. The Small Business Administration's (SBA) Office of Advocacy sent the DOL a letter on March 1 requesting the public comment period be extended another 30 days to April 28, 2016. Rather than honoring the request for a reasonable extension, DOL increased the period by just 15 days to April 12. This rule has a substantial impact on small businesses and shortchanging their right to offer constructive feedback shows a lack of consideration to the very businesses and employees this rule is intended to benefit.

Due to the significant impact that this rule would have on small businesses across the country, I suggest you extend the public comment period to allow small business owners and employees the opportunity to examine the proposed rule and comment. If DOL does not accommodate this request, please respond with an explanation of why this particular rule is a special case.

Thank you for your attention to my request.

Sincerely,



Chairman David Vitter  
U.S. Senate Committee on Small Business & Entrepreneurship