



Fisher Phillips Attorney Discusses DOL Opinion Letter with SHRM

News

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The Department of Labor recently issued an opinion letter regarding whether an organization's rounding practices are permissible under the Service Contract Act (SCA), "which requires government contractors and subcontractors to pay prevailing wages and benefits and apply FLSA principles to calculate hours worked," according to *SHRM*. Marty Heller, an attorney in Atlanta, spoke to *SHRM* about the import of the opinion for employers. He said: "For employers, the letter provides two significant details. First, it confirms that the DOL applies the FLSA's rounding practices to the SCA. Second, it confirms the DOL's position that computer rounding is permissible, at least when the rounding involves a practice that appears to be neutral and does not result in the failure to compensate employees fully over a period of time."

To read the article, please visit [SHRM](#).

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