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We've covered the Fair Pay & Safe Workplaces rule since it came out last summer. In a series of alerts (see here, here, and here) we told you specifics about the rule and what labor law violations contractors would have to disclose as a result of the rule. As we were covering the specifics, the rule suddenly found itself on life support when a Texas federal court enjoined several parts of the rule, including the disclosure requirements (see here). The court however left in place paycheck transparency requirements which required contractors to issue employees wage statements with details regarding wages.

As the rule lingered on life support, we told you on this blog that it wouldn't be long until the end (see here). Well yesterday, the end came for Fair Pay & Safe Workplaces. Specifically, President Trump signed both a Congressional Review Act resolution as well as an executive order that rescinded the Fair Pay & Safe Workplaces Executive Order in its entirety. Accordingly, contractors no longer have to worry about either disclosing labor law violations or paycheck transparency. This repeal is welcome news to many contractors that believed the requirements would be burdensome and were worried about how implementation of the rule would be carried out.