

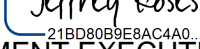


GSA Office of Governmentwide Policy

10/7/2025

RFO-2025-22

MEMORANDUM FOR GSA CONTRACTING ACTIVITIES

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SUBJECT: FAR Class Deviation for FAR Part 22 in Support of Executive Order 14275, Restoring Common Sense to Federal Procurement

1. Purpose. This memorandum approves a class deviation to Federal Acquisition Regulation (FAR) part 22 for purposes of implementing the Federal Acquisition Regulatory Council's (the Council's) model deviation text to FAR part 22.

2. Background. [Executive Order \(E.O.\) 14275, Restoring Common Sense to Federal Procurement](#), signed April 15, 2025, mandates a comprehensive review and simplification of the Federal Acquisition Regulation (FAR).

The FAR is being updated to:

- Eliminate non-statutory language
- Remove redundant or obsolete language
- Enhance clarity through plain language
- Align with the new FAR framework
- Preserve essential governmentwide acquisition standards

This project is referred to as the Revolutionary FAR Overhaul (RFO) initiative. This initiative will make the FAR more concise, understandable, and focused on core procurement requirements.

3. Summary of Changes. FAR part 22, Application of Labor Laws to Government Acquisitions, is restructured to align with the stages of the acquisition lifecycle. This reorganization will help acquisition teams apply the labor requirements during the correct stage of the procurement. The part is now shorter, with many sections combined to remove redundancy and duplicative language.

Importantly, the fundamental protections for workers remain the same. For example, contractors are still required to:

- Pay the correct prevailing wages for construction and service work
- Provide safe and sanitary working conditions
- Ensure equal opportunity for veterans
- Pay overtime correctly

Subpart 22.11, "**Professional Employee Compensation**" was not based on statute. This part, and the provision in 52.222-46, "Evaluation of Compensations for Professional Employees" has been removed.

The model deviation text for this part does not cover the rescission of Executive Order (E.O.) 14026, addressing minimum wage for federal contractors, made by E.O. 14236. For information on the rescission of E.O. 14026, see the Department of Labor's website at <https://www.dol.gov/agencies/whd/government-contracts/eo14026>.

Statutory requirements and presidential directives retained in the RFO FAR part 22 model deviation include, but may not be limited to, the following:

- 8 U.S.C. § 1324a, Unlawful Employment of Aliens
- 18 U.S.C. § 874, Kickbacks from Public Works Employees
- 22 U.S.C. §§ 7101 et seq, Trafficking Victims Protection
- 29 U.S.C. §§ 201 et seq, Fair Labor Standards
- 29 U.S.C. § 793, Employment Under Federal Contracts
- 38 U.S.C. § 4212, Veterans' Employment Emphasis Under Federal Contracts
- 40 U.S.C. §§ 3141 et seq, Wage Rate Requirements
- 40 U.S.C. §§ 3701 et seq, Contract Work Hours and Safety Standards
- 41 U.S.C. § 6502, Required Contract Terms
- 41 U.S.C. §§ 6701 et seq, Service Contract Labor Standards
- E.O. 11755, Relating to Prison Labor, as amended by E.O.s 12608 and 12943
- E.O. 13126, Prohibition of Acquisition of Products Produced by Forced or Indentured Child Labor
- E.O. 13496, Notification of Employee Rights Under Federal Labor Laws
- E.O. 13706, Establishing Paid Sick Leave for Federal Contractors
- E.O. 14063, Use of Project Labor Agreements for Federal Construction Projects

Change	Description
Retained	<ul style="list-style-type: none"> • Subpart 22.7 remains reserved. • Subpart 22.12 remains reserved. • Subpart 22.20 remains reserved. • Numerous provisions and clauses are retained (or remain reserved) with no changes. For readability of this document, all retained provisions and clauses are not listed. Updated and deleted provisions and clauses are listed below.
Moved / Updated	<ul style="list-style-type: none"> • Section 22.001, "Definitions", is updated to centralize definitions that were previously scattered throughout the part, make conforming edits to existing definitions to reflect the new part structure, and make other updates to modernize or streamline the definitions as appropriate. <ul style="list-style-type: none"> ○ The definition of "Administrator" is revised to remove the full mailing address. ○ The definition of "Normal workweek" is relocated from the former subsection 22.103-1. ○ The definition of "Secretary" is relocated from section 22.1601 in order to standardize the term's usage throughout the part.

	<ul style="list-style-type: none"> <ul style="list-style-type: none"> ○ The definition of “Service contract” is updated to align the citations with the changes made to the part. ● All subparts, unless otherwise noted, are updated and restructured. Content from former sections has been consolidated and relocated into new sections that reflect the acquisition lifecycle (e.g., Presolicitation, Evaluation and Award, Postaward). ● Subsection 22.201-1, “General”, streamlines the detailed explanatory text from Executive Order 11755, which was quoted at length in the former 22.201. The section now simply states that the Executive Order “does not prohibit the contractor... from employing certain persons as stated in paragraph (b) of the clause at 52.222-3, Convict Labor”. This change streamlines the regulation by relying on the text of the contract clause itself to provide the specific requirements, rather than repeating them in the FAR text. ● Section 22.401, “Definitions”, revises and harmonizes the definition of “Laborers or mechanics” with the definition used in Subpart 22.3. The updated definition in this section explicitly includes “firefighters, fireguards, and workmen who perform services in connection with dredging or rock excavation in rivers or harbors” and excludes “any employee employed as a seaman”. This creates greater consistency across related subparts. ● Paragraph (d) under subsection 22.402-3, “Construction Wage Rate Requirements Statute” retains the direction (previously at 22.404-2(c)(5)) for contracting officers to seek assistance from the Administrator of the Wage and Hour Division in cases of doubt as to the proper application of wage rate schedules. The detailed guidance for selecting the proper schedule of wage rates (e.g., Building, Residential, Highway, Heavy) has been removed. ● Section 22.1303, “Evaluation and Award”, under subpart 22.13, “Equal Opportunity for Veterans”, removes the option to contact VETS-4212 customer support (previously at 22.1304(b)) to verify if a proposed contractor is current with its VETS-4212 Report. Now, contracting officers must query the VETS-4212 database. ● The following provisions and clauses are updated for clarity, to mirror updates made throughout the part, and/or to update cross-references or remove outdated content: <ul style="list-style-type: none"> ○ 52.222-4 (Clause), Contract Work Hours and Safety Standards—Overtime Compensation ○ 52.222-6 (Clause), Construction Wage Rate Requirements ○ 52.222-11 (Clause), Subcontracts (Labor Standards) ○ 52.222-19 (Clause), Child Labor—Cooperation with Authorities and Remedies ○ 52.222-20 (Clause), Contracts for Materials, Supplies, Articles, and Equipment ○ 52.222-35 (Clause), Equal Opportunity for Veterans
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	<ul style="list-style-type: none"> ○ 52.222-36 (Clause), Equal Opportunity for Workers with Disabilities ○ 52.222-37 (Clause), Employment Reports on Veterans ○ 52.222-48 (Provision), Exemption From Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment—Certification ○ Alternate I to 52.222-50 (Clause), Combating Trafficking in Persons ○ 52.222-52 (Provision), Exemption From Application of the Service Contract Labor Standards to Contracts for Certain Services—Certification ○ 52.222-53 (Clause), Exemption From Application of the Service Contract Labor Standards to Contracts for Certain Services—Requirements ○ 52.222-54 (Clause), Employment Eligibility Verification ● The FAR Companion is expected to include best practices and guidance on the following: <ul style="list-style-type: none"> ○ Definitions not included in the deviated text ○ Department of Labor regulations involving construction ○ Construction Wage Rate Requirements statute wage determinations ○ Types of wage determinations ○ Wage determinations, general requirements ○ Notification of improper wage determination before award ○ Examinations of payrolls and payroll statements ○ Disposition of disputes concerning construction contract labor standards enforcement ○ Requirement to obtain wage determinations ○ Administrative limitations, variations, tolerances, and exemptions ○ Examples of contracts covered by the Service Contract Labor Standards statute ○ Repair distinguished from remanufacturing of equipment ○ Department of Labor responsibilities and regulations ○ Obtaining wage determinations ○ Successorship with incumbent contractor collective bargaining agreement ○ All possible places of performance not identified
Removed	<ul style="list-style-type: none"> ● The definitions of “Wage and Hour Division” and “Wage Determination” formerly at section 22.1001, are removed and expected to be included in the FAR Companion. ● Subpart 22.8, “Equal Employment Opportunity”, is removed and marked reserved to comply with E.O. 14173, <i>Ending Illegal Discrimination and Restoring Merit-Based Opportunity</i>. ● Subpart 22.11, “Professional Employee Compensation” is removed and marked reserved. This subpart was not based on statute.

	<ul style="list-style-type: none"> ● The following provisions and clauses are removed and marked reserved to comply with E.O. 14173 or because they are not required by statute or essential to sound procurement: <ul style="list-style-type: none"> ○ 52.222-21 (Clause), Prohibition of segregated facilities ○ 52.222-22 (Provision), Previous Contracts and Compliance Reports ○ 52.222-23 (Provision), Notice of Requirement for Affirmative Action To Ensure Equal Employment Opportunity for Construction ○ 52.222-24 (Provision), Preaward On-Site Equal Opportunity Compliance Evaluation ○ 52.222-25 (Provision), Affirmative Action Compliance ○ 52.222-26 (Clause), Equal Opportunity ○ 52.222-27 (Clause), Affirmative Action Compliance Requirements for Construction ○ 52.222-29 (Clause), Notification of Visa Denial ○ 52.222-38 (Provision), Compliance with Veterans' Employment Reporting Requirements ○ 52.222-46 (Provision), Evaluation of Compensation for Professional Employees
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4. Instructions.

- The GSA acquisition workforce must follow the RFO part 22 and corresponding part 52 model deviation text instead of FAR parts 22 and 52 as codified at 48 CFR Chapter 1. The Council's RFO part 22 model deviation text is available [Acquisition.gov/far-overhaul](https://www.acquisition.gov/far-overhaul), and is incorporated into this class deviation.
- For new solicitations or contracts, when using any provisions or clauses that have been revised, utilize the RFO model deviation language at [RFO FAR part 52](#).
- For open solicitations or awarded contracts, the contracting officer has discretion regarding the need to enforce or amend the provisions or clauses. Note that without some of the removed provisions or clauses, the contracting officer may be required to separately address certain aspects in the contract.
- Contracting activities must review templates and related standard operating procedures to align with this class deviation and remove unnecessary processes and steps.

5. Applicability. This class deviation applies to all GSA procurements.

6. Authority. This class deviation is issued under the authority of E.O. 14275, [OMB Memo M-25-26](#), 48 CFR 1.4, and RFO FAR 1.304.

7. Effective Date. This class deviation is effective November 3, 2025 and remains in effect until rescinded or incorporated into the FAR.

8. Points of Contact. Try asking [GSAi](#) first (upload the new RFO language and GSA's implementing deviation, and ask your question). If you still need clarification, you may email the GSA Acquisition Policy Division at GSARPolicy@gsa.gov.