



## DOL News Brief

November 12, 2009

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### Solis: Hire Our Heroes



Today, Secretary Solis joined VA Secretary Eric Shinseki for the 2nd annual "Business Steps Up: Hiring our Heroes" at the U.S. Chamber of Commerce. The event focused on educating businesses and organizations on training veterans and

their families, as well as providing ongoing career opportunities. "More than 160,000 service men and women transition out of active duty every year," said Secretary Solis. "America's businesses should view vets as 'employees of choice'."

- [Read the Secretary's Remarks](#)

### New Structure Strengthens Employment Standard

On Nov. 8 Secretary Solis made an important step forward in reinvigorating the Department by restructuring the four Employment Standards Administration (ESA) component programs – the Wage and Hour Division, the Office of Federal Contract Compliance Programs, the Office of Workers' Compensation Programs and the Office of Labor Management Standards – as stand-alone agencies reporting directly to her office. The reorganization will improve efficiency by streamlining operations, increasing accountability, heightening enforcement of worker protection laws and benefit payment programs, and enhancing responsiveness to the public.

### Become Our Fan on Facebook



The Department of Labor joined the growing list of federal government agencies using Facebook to communicate with stakeholders and engage a broader audience.

Facebook users will be able to comment on recent news items, share useful DOL resources with other people within their networks, and become a "fan" of the Department to receive the latest updates. Establishing and maintaining a meaningful presence on Facebook is one step in DOL's ongoing commitment to social media as a

## What's Hot

### Administration Supports Healthy Families Act

Earlier this week, Deputy Secretary of Labor Seth Harris testified before the Senate Health, Education, Labor and Pensions Subcommittee on Children and Families about the importance of paid sick leave, options in providing workplace flexibilities during the current H1N1 pandemic, and the Administration's support for the Healthy Families Act. "The bottom line for sick workers and workers with sick family members is that taking leave risks their jobs and their ability to support their families," he said. "The Healthy Families Act provides the assurances that workers need."

- [Read the Deputy Secretary's Testimony](#)
- [Read Secretary Solis' White House Blog Entry](#)
- [Read the News Release](#)

### OSHA Provides Workplace H1N1 Precaution & Protection

The Department's Occupational Safety and Health Administration (OSHA) has issued H1N1 fact sheets to promote safety during the current influenza outbreak. The fact sheets inform employers and workers about ways to reduce work-related risks of exposure to the H1N1 virus.

- [Read the News Release](#)

## Special Tribute: Military Families Month

The Department makes a significant impact in the lives of working families every day. Beginning this week, the DOL Newsletter will periodically feature a personal story about the impact DOL has made on an individual. Throughout November, stories about how veterans have been helped by the Veterans' Employment and Training Service will be highlighted in honor of Military Families Month.

### From Red Tape to Reemployment: A VETS Success Story

Honorably discharged Marine Vincent Malcom faced a "Catch-22" – injured and denied job reinstatement because of red tape, he had no health insurance for himself and his sick son, and no available back wages or a chance for unemployment insurance. "I felt so inadequate as a father and a person," he said. Enter Robert Ranger, Veterans Employment and Training Services (VETS) Assistant Director for New Jersey. An Army veteran and 22-year DOL employee, Ranger informed the employer of its obligation under the Uniformed Services Employment and Reemployment Rights Act. Malcom got back his job, his insurance, and thousands of dollars in back wages. "I am a fighter for veterans because I was one myself," Ranger said. "I know the hardships they go through and what they give to the country." Said Malcom regarding Ranger's work on his behalf: "He was my guardian angel."

- [Use our USERRA Advisor](#)

powerful tool in engaging the public in the work of the Department.

- [Become a Fan of DOL](#)
- [Become a Fan of Secretary Hilda Solis](#)

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## Got the Best Job Search Site?

DOL is putting together an online challenge to find the best free job-search tools for connecting job-seekers with careers in promising industries. There are hundreds of tools out there – some focused on a particular profession or region, others announcing job openings across industries nationwide – and we want to let workers know about as many resources as possible. Companies that choose to participate can expect increased site-traffic and the notoriety that comes with participating in this nationwide event. Stay tuned for more details in the coming weeks!

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## Exhibit Showcases Farm Laborers

In advance of the Thanksgiving holiday, a compelling photographic exhibit of Maine's farm and migrant workers will be on display in DOL's D.C. headquarters, now through Dec. 2. The "Farmworkers Feed Us All" exhibit includes interviews from Maine's berry, vegetable and dairy farm workers and highlights the Department's interest and commitment to workers in this high-risk, low-wage working population. This exhibit, which includes photographs from renowned photojournalist Earl Dotter, illustrates the dedication and hard work of farmworkers, as well as the important role DOL plays in protecting and improving the safety and health of these often invisible workers. The exhibit is sponsored by OSHA.

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## 75th Anniversary of the NLRA

Last week, Secretary Solis delivered remarks at the American Bar Association Section of Labor and Employment Law's Annual Conference. Solis honored the 75th Anniversary of the Wagner Act, a labor law overseeing employee labor organization representation, which led to the formation of the National Labor Relations Act. "The challenges we faced during the Great Depression led to many of the policies that define us today – including the National Labor Relations Act. Let's not forget that empowering workers in the past helped our nation emerge from a Depression and also helped built America's middle class," said Secretary Solis.

- [Read the Secretary's Remarks](#)

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## Upcoming Deadlines & Events

### EEOMBD — EEOICPA and Medical Screening Assistance

- [November 17 — Burlington, IA](#)

## Watch DOL's Salute to Vets

### President Obama Launches Veteran Employment Initiative



On Monday, President Obama signed an Executive Order on the Employment of Veterans in the Federal Government, an initiative designed to transform the federal government into the model employer of America's veterans. The Executive Order establishes the Veterans Employment Initiative for the Executive Branch and highlights the important role federal

agencies play in recruiting and training veterans, increasing the employment of veterans within the Executive Branch, and helping recently hired veterans adjust to service in a civilian capacity.

- [Read the Executive Order](#)

### Interagency Council on Veterans Employment

Today at DOL, President Obama's Interagency Council on Veterans Employment reiterated this weeks' Executive Order in a press conference addressing how individual agencies plan to implement the Administration's new veterans hiring initiative. "When it comes to employing veterans, it is this Administration's belief that we must and should lead by example," said Assistant Secretary for Veterans' Employment and Training Service Ray Jefferson. "And at the Department of Labor we stand ready to meet this challenge and are excited to do so with our very committed partners."



- [Read the White House News Release](#)

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## Around DOL

### Community College Leaders Convene at DOL



This week, the Department hosted a roundtable with members of the American Association of Community Colleges to discuss the important role community colleges are playing in educating and training students to find and retain jobs. During the discussion Secretary Solis highlighted recent cross-agency collaboration, such as the signing of a

Memorandum of Understanding with the Department of Energy and the Department of Education to address gaps in the "green" workforce. AACC members also noted that one way they are meeting the needs of students is expanding their entrepreneur and small business programs.

- [View the Slideshow](#)

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## DOL In Action

### Overtime Owed to Restaurant Workers

The operators of five Oriental Forest restaurants, with locations across the western part of Michigan, have been ordered to pay 129 workers \$2,030,430 in owed pay and damages thanks to an investigation by the Department's Wage and Hour Division. The judgment resolves a lawsuit

- [November 17 — Burlington, IA](#)
- [November 18 — Ames, IA](#)
- [November 19 — Ames, IA](#)

#### OFCCP — Compliance in the ARRA Era

- [November 16 — Atlanta, GA](#)

#### OFCCP — AAP Development & Preparing for a Desk Audit

- [November 17 — Philadelphia, PA](#)

#### OFCCP — Agency Update at New England Industry Liaison Group Meeting

- [November 16 — Woburn, MA](#)

#### OFCCP — Workforce Awareness Group Seminar

- [November 13 — Fort Eustis, VA](#)

#### OFCCP Compliance Assistance Seminar

- [November 17 — Springfield, MA](#)

#### OFCCP Construction Workshop

- [November 18 — Honolulu, HI](#)

#### OFCCP Construction Compliance Assistance

- [November 19 — Baltimore, MD](#)

#### OLMS Compliance Assistance Seminar

- [November 18 — Casper, WY](#)
- [November 18 — Helena, MT](#)
- [November 19 — Casper, WY](#)
- [November 19 — Helena, MT](#)

#### OLMS Seminar: Member Rights, Union Democracy and Effective Leadership

- [November 14 — Champaign, IL](#)

#### OSHA: Free Safety Training - Preventing and Mitigating Combustible Dust Fires and Explosions

- [November 13 — Dania Beach, FL](#)

#### Follow USDOL on

- What's your idea for more affordable and reliable transp for pp w/ disabilities, older adults, or low incomes? [http://s.dol.gov/Z/about\\_2\\_hours\\_ago](http://s.dol.gov/Z/about_2_hours_ago)
- Grandville, Mich., restaurant operators ordered to pay more than \$2 million in back wages and damages following US ... <http://bit.ly/19hluS> about 3 hours ago

filed by the Department that alleged the business owners paid less than time and one-half workers' regular rates for hours over 40 in a single workweek, paid them less than the federal minimum wage, and failed to keep adequate and accurate pay records.

- [Read the News Release](#)

#### Grant to Assist Workers Affected by Layoffs at Hinckley Co.

Sixty workers laid-off from The Hinckley Co., a leading producer of pleasure boats and yachts, in Trenton, Maine will be assisted by a \$394,617 grant announced by the Department this week. "This grant will provide the retraining and job search assistance necessary for these Mainers to enter new careers in promising regional industries," said Secretary Solis.

- [Read the News Release](#)

#### DAL Global Services to Pay \$100K to 110 Job Applicants

The Department's Office of Federal Contract Compliance Programs (OFCCP) announced that DAL Global Services LLC in Denver, a wholly owned subsidiary of Delta Airlines Inc., has agreed to settle findings of hiring discrimination against 110 rejected Asian, black, white and female job applicants. During a compliance evaluation, investigators found the company engaged in hiring discrimination against applicants for the position of ramp agent at Denver International Airport. Under terms of a conciliation agreement, DAL Global Services will pay \$100,000 in back wages and interest to the 110 applicants, and will provide 18 ramp agent positions to the class members.

- [Read the News Release](#)

#### OSHA Cites Three Companies for Willful Violations

Three companies— UCL Inc. of Cincinnati, OH, Loren Cook Co. of Springfield, MO, and Cranesville Aggregate Co., doing business as Scotia Bag Plant in Scotia, NY—have been cited by the Department's Occupational Safety and Health Administration (OSHA) with a combination of willful, egregious, and serious violations. Penalties total \$321,000, \$511,000 and \$509,000 respectively.

- [Read the UCL Inc. News Release](#)
- [Read the Loren Cook Co News Release](#)
- [Read the Cranesville Aggregate Co. News Release](#)

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## Opportunities are Open: Jobs in OASAM

Opportunities are open in the Office of the Assistant Secretary for Administration and Management (OASAM) - in Washington, DC and Atlanta, GA! Check out the three OASAM openings below or [view all](#) the exciting and rewarding DOL opportunities.

1. Position in Atlanta, GA  
[Administrative Officer — Grade 14/15](#)  
MS-09-HRC-OASAM-212  
Close: 11/20/2009
2. Position in Washington, DC  
[Program Analyst — Grade 12/13](#)  
DE-10-HRC-SEM-012  
Close: 11/30/2009
3. Position in Washington, DC  
[Human Resources Specialist — Grade 9](#)  
MS-10-HRC-HRC-007  
Close: 11/16/2009

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[www.dol.gov](http://www.dol.gov) | Telephone: 1-866-4-USA-DOL (1-866-487-2365) | TTY: 1-877-889-5627 | [Contact Us](#)