



DOL News Brief

July 28, 2011

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A Taste of The Future

Secretary Solis visited the Jamba Juice headquarters last Friday in Emeryville, Calif., and brought along with her nine students enrolled at the Treasure Island Job Corps Center. The students came to Treasure Island from centers around the country after successfully completing the basic culinary program at their local Job Corps centers. During the visit, Jamba Juice Chairman, President and CEO James White announced that the company had hired nearly 2,700 youth for summer work — more than the 2,500 positions pledged earlier this year as part of the Department of Labor's "Summer Jobs USA: Make a Commitment" initiative. White also announced plans for a new internship program at Jamba Juice for Job Corps students. Solis used the opportunity to put some of her culinary skills to work, whipping up the "Whirlin' Swirlin' Solis Smoothie," in Jamba Juice's test kitchen.



- [View the Slideshow](#)

Preparation is Vital in Mine Emergency Response



Although they occur without warning, mine disasters can be managed in a responsive and effective manner with the right tools. Those tools became the backdrop this week at the Mine Safety and Emergency Management Summit in Pittsburgh, Pa. Dozens of mine

safety professionals gathered to share practical information on mine emergency rescue and response. Two veterans of mine emergencies, John Urosek and Jeffery Kravitz, represented the Mine Safety and Health Administration during the two-day seminar. Urosek, MSHA's chief of mine emergency operations, delivered his presentation on

What's Hot

BLS Survey: Health Benefits Lag for Domestic Partners

For the first time, the Bureau of Labor Statistics' annual survey of employee benefits includes information on domestic partner benefits, providing a fuller picture of employee benefits in workplaces across our nation. The report released Tuesday shows that while 71 percent of all workers in private industry have access to health care plans, only about 1 in 4 such workers have access to a health care plan they can use to cover their same-sex or opposite-sex domestic partner. High-wage earners and union workers are more likely to have access to benefits for a domestic partner, while only a small percentage of low wage-earners, non-union workers and part-time workers have access to these benefits. The data was compiled based on a survey of 15,000 public and private workplaces. Secretary Solis noted the new data "reflects the diversity of work and workers in the United States."

- [Read the Secretary's Statement](#)
- [Read the Secretary's Blog Entry](#)
- [Read the Report](#)

It Happened on the Hill

Solis Discusses How to Help the Middle Class Thrive



At a hearing Tuesday before the U.S. Senate Committee on Health, Education, Labor, and Pensions, Secretary Solis testified on "Building the Ladder of Opportunity: What's Working to Make the American Dream a Reality for Middle Class Families." She stressed the importance of providing training and education to prepare workers for the high growth industries, with

particular attention to jobs in the green energy, advanced manufacturing and healthcare sectors. She also emphasized the need to re-authorize the Workforce Investment Act, as well as protecting collective bargaining rights of workers as a way to rebuild the middle class.

- [View the Slideshow](#)
- [Read the Secretary's Testimony](#)

Putting You and Your Retirement Savings First

Responding to questions about her agency's proposal to protect workers' retirement savings, Assistant Secretary for the Employee Benefits Security Administration Phyllis C. Borzi told a House panel Tuesday that the current rule governing investment advice allows advisors to avoid responsibility for ill-considered recommendations to workers, and





"Mitigating Risk through Effective Evaluation." "You've got to plan for the worst, but keep looking at all the options," he told the conference participants. Kravitz, MSHA's chief of scientific development, expounded on mine emergency command systems in one of two presentations. "The Mine Emergency Command System establishes a common framework and practical procedures for controlling all aspects of a mine emergency," he said. In the second presentation, Kravitz discussed "Risk-Based Decision-Making for Mining Operations." The bottom line? "Preparation is key," he noted.

Job Corps Students Cook Up Winning Treats for Shoppers



Numerous visitors at Philadelphia's historic Reading Terminal Market on Tuesday were treated to a taste of delicious dishes by the award-winning

culinary team from the Edison, N.J., Job Corps Center. The team finished first at last month's annual Culinary Expo and Iron Chef Competition hosted by the Philadelphia region's Job Corps. In their free demonstration, they cooked up samples from their winning recipes included tilapia, roasted pork loin, Yukon Gold potatoes, spinach and white chocolate bread pudding.

- [View the Slideshow](#)

Solis Keynotes APALA Convention

Nearly 800 labor, community and student leaders listened as Secretary Solis highlighted the department's efforts to protect the rights of



Asian American and Pacific Islander workers at the Asian Pacific American Labor Alliance National Convention in Oakland, Calif., last Friday. Solis released a new DOL report entitled "Asian Americans in the U.S. Labor Force," which found that although Asian Americans earn the highest median wages of any ethnic group, AAPI workers who lose their jobs stay unemployed for longer periods than Latino or white workers. "When I served in Congress, one-in-five of my constituents was Asian American or Pacific

those involving financial conflicts of interest and self-dealing. "Today, the retirement plan universe is dominated by 401(k) plans and IRAs, both of which require individual workers to decide how to invest their money," she explained. "The vast majority of these workers are not financial experts. They must rely on professional advisors." EBSA's proposal clarifies when an investment advisor is considered a fiduciary, or put another way, when a special relationship of trust has been established such that the client's best interest is always of paramount concern to the advisor who can then be held accountable for the advice given. "When retirement savings are at stake, advisors should put their clients' interests first," Borzi said.

- [View the Slideshow](#)
- [Read the Testimony](#)

Reform the Theme of Senate Hearing

At a Senate subcommittee hearing entitled "Examining Federal Workers' Compensation," Office of Workers' Compensation Programs Acting Director Gary Steinberg outlined reforms to the Federal Employees' Compensation Act. Steinberg focused testimony on improving the current vocational rehabilitation OWCP provides to enhance its ability to return injured federal workers to productive employment. Also highlighted in the hearing was standardizing schedule awards, accessing information from the Social Security Administration and modernizing the administration of FECA. "The federal workforce comprises dedicated, hard working women and men that are committed to serving the public," said Steinberg. "OWCP is fully committed to ensuring that all injured workers receive the medical care and compensation they deserve, as well as the assistance needed to return to work when able to do so."

- [Read the Testimony](#)

Meeting on Manufacturing



On a familiar trip to Capitol Hill Wednesday, Secretary Solis joined House Democratic Whip Steny Hoyer at a meeting hosted by the "Make it in America Working Group" to learn about the ways they are collaborating to put Americans back to work. Comprised of 30 congressional members, the group was created to promote and support policies that

grow American manufacturing and a strong domestic workforce. Solis shared ways that the Department of Labor is advancing a similar agenda, including a newly updated advanced manufacturing competency model outlining the skills necessary to pursue a successful career in the manufacturing industry.

- [Read the Secretary's Blog](#)
- [Learn more about Make it in America Working Group](#)

Green Scene

Training That Works

A visit to the Electrical Joint Apprenticeship Training Center in San Jose, California, offered Secretary Solis a firsthand look at how labor-management partnerships and green job training are getting America back to work. The training

Islander," Solis told APALA. "I understand that many AAPI workers are thriving and living the American dream, but there are many others who are being mistreated and struggling to find jobs."

- [View the Slideshow](#)
- [Read the Report](#)
- [Read the Blog Entry](#)

OFCCP Hosts Stakeholder Conference in Chicago



More than 50 people attended the Office of Contract Compliance Programs' community stakeholder conference in Chicago last Friday. Information on recent

changes to the OFCCP audit processes was provided and an increased department emphasis on reporting the employment of veterans and those with disabilities was highlighted. "Creating jobs is the name of the game," said OFCCP Director Patricia Shiu.

"We need metrics to measure how well we are doing in ensuring access to good jobs for all workers." Shiu shared that OFCCP is



working diligently to reduce the pay gap experienced by women, workers of color, veterans and workers with disabilities. She also mentioned that her team is increasing outreach efforts to bring federal contractors and those representing workers in the affected groups together.

Leading the Way in Hiring Vets



Encouraging hiring managers to use their expertise to help make the federal government a leader in Veterans' employment, Deputy Secretary Seth Harris

addressed the Federal Veterans Employment Symposium Thursday afternoon. The three day event brought together hiring managers from agencies across the federal government to discuss best practices for hiring former service members. After highlighting several veterans employment programs at the Labor Department, Harris issued a challenge to those in the room to

center, a DOL grant recipient, is helping trainees learn to install and maintain advanced lighting control systems and obtain certification. Among the highlights were learning how solar panel installation projects for the East Side Union High School District, Google, and the San Jose Airport are helping lower energy costs while providing local jobs. The IBEW Local #332 and National Electrical Contractors Association jointly operate the program.

- [View the Slideshow](#)
- [Learn More About the Training Center](#)
- [Read the Secretary's OpEd](#)

Greener Future for Transportation Workers



Green buses and green jobs are powering the local economy in California's Silicon Valley, thanks in part to a \$53.4 million grant through the Recovery Act. Secretary Solis visited the Santa Clara Valley Transportation Authority's Chaboya Bus Division in San Jose last Thursday to see how the VTA is creating good, green jobs as it retires old buses and replaces

them with buses powered by hybrid electric engines. The program is the product of a labor-management partnership between the VTA and Amalgamated Transit Union Local 265, providing mechanics with training to upgrade their skills and career opportunities to work on the new "green" engines.

- [View the Slideshow](#)
- [Read the Secretary's OpEd](#)

National News

Richard Chavez, UFW Pioneer, Leaves Legacy of Justice

Union activist Richard Chavez died on Wednesday, July 27, at the age of 81. Along side his brother Cesar Chavez and life partner Dolores Huerta, Chavez helped establish the United Farm Workers union in the 1960s. Secretary Solis released a statement Thursday expressing her condolences and her appreciation of his life's work. "There are people who touch the lives of others in real and unique ways and no one knows it," she said. Chavez's UFW activities helped ensure health care and affordable housing for many farm workers, and led to the creation of a nationwide Spanish-language radio network.

- [Read the Secretary's Statement](#)
- [Read the President's Statement](#)



Around DOL

ADA Turns 21

The Americans with Disabilities Act turned 21 on Tuesday without much fanfare except by those for whom it matters most – persons with disabilities. Acknowledging the anniversary, Assistant Secretary of Disability



provide feedback and guidance on how agencies can provide training, resources and outreach mechanisms to hiring managers to reach the veteran population.

PA Job Corps' Artistic Side

Job Corps fine arts students from the Philadelphia and Chicago regions gathered last Friday at Cheyney University in Pennsylvania for a Fine Arts Festival awards ceremony. The



event, sponsored by the Philadelphia region Job Corps center, showcased students' poems, artwork and hand-made jewelry that had been on display in the university's Biddle Hall Gallery this



summer. Students received awards in multiple categories, with "best of show" honors going to Sarah Belles from the Pittsburgh Job Corps Center.

Shiu: Cooperative Conversation

Ensuring that all workers have opportunities for good jobs requires collaboration among government, employers and



workers. On Wednesday, Office of Federal Contract Compliance Programs Director Patricia Shiu took this message to New Orleans where she delivered the keynote address at the Industry Liaison Group's national convention. This annual gathering provides a valuable platform wherein senior OFCCP leaders directly address key stakeholders in the business community. Speaking to more than 700 contracting industry representatives, Shiu described the agency's priorities for the coming year and called for greater communication between contractors and OFCCP to promote diverse, discrimination-free workplaces. "Twenty-nine years ago, the OFCCP and ILG started a conversation," said Shiu. "Let that dialogue serve as an example to the rest of the country that the regulators and the regulated can cooperate and work together with common purpose." Also speaking at the convention were Office of Disability Employment Programs Assistant Secretary Kathy Martinez and Acting Associate Solicitor Bev Dankowitz.

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

Employment Policy Kathy Martinez took to the blogosphere to reflect on the impact the law has had in ensuring a "more inclusive America." She also promoted the agency's outreach toolkit that is available on ODEP's newly designed website.

- [Read the Blog Entry](#)
- [Review the Outreach Toolkit](#)
- [Explore the New Website](#)
- [Read the White House News Release](#)

Wage and Hour Division Expands Community Outreach



The Wage and Hour Division recently hired six Community Outreach and Resource Planning Specialists, who will be deployed to Atlanta, Dallas, Los Angeles, Raleigh and Seattle by the end of August. This effort is expected to improve communication with stakeholders and help direct community-based resources to support the division's enforcement initiatives.

The primary responsibilities of these new positions will be to develop a Community Resource Directory and to both develop and implement a detailed Community Resource Plan for each national, regional and local initiative. Each plan will implore messaging, enforcement support, compliance assistance and development of community support for WHD's mission. The division plans to expand the CORPS program to additional cities in the near future.

Following through for Philanthropy

Earlier this year, Secretary Solis hosted leaders of 20 foundations from across the country to explore collaboration strategies with the philanthropic community. Many good ideas emerged from that meeting, including a commitment to hold quarterly conference calls in order to keep the lines of communication open. A total of 25 organizations joined the first of these calls on Tuesday and participated in an interactive discussion with representatives from the Employment and Training Administration, the Occupational Safety and Health Administration, and the Wage and Hour Division. The Center for Faith-based and Neighborhood Partnerships is working with two foundation affinity groups – Workforce Matters and the Labor and Community Partnerships working group – to host the calls. The next call is scheduled for October.

Honoring Service to the Federal Community

Leni Uddyback-Fortson, the department's regional director for public affairs in Philadelphia and 2011 chair of the Philadelphia Federal Executive Board, was recently honored with the FEB's "Chair of the Year" award by the Office of Personnel Management. Fortson was nominated by her Philadelphia colleagues for her efforts in conceptualizing and implementing the first "Philly FED Day" in May 2011. The national network of 28 FEBs serve as the cornerstone for strategic partnering in government and is currently celebrating their 50th anniversary.



Outreach Forum in New Orleans

Nearly 100 employers and representatives of advocacy groups and community-based organizations participated in the Labor Department's free informational and outreach forum at the University of New Orleans on Monday to learn about fair wages, health benefits, job safety, affirmative action and veterans' re-employment rights. "The forum represents the Labor Department's commitment to provide compliance assistance for the laws we enforce and other helpful information," said Cynthia Watson, regional

Ensuring the Best Investment

Deputy Assistant Secretary for the Employee Benefits Security Administration Michael Davis delivered the keynote address to hundreds of retirement, health, welfare and benefits professionals at the 2011 Western Benefits Conference in Las Vegas on Monday. In his remarks, Davis outlined the department's efforts to help plan sponsors and participants get the best investment information and advice possible. This includes multiple regulatory efforts such as redefining who is a fiduciary for the purposes of 401(k) and IRA investment advice; and implementing fee disclosure rules that will ensure that sponsors and participants know exactly what they are being charged by investment advisers.

- [Read More About EBSA Efforts](#)

Beat the Heat on the Streets



As dangerously hot conditions settle in across central North Carolina, the N.C. Department of Labor,

Occupational Safety and Health Division has collaborated with Lamar Advertising to put up billboards warning workers about the dangers of heat stress. N.C. DOL OSH is one of 22 states and jurisdictions that develop and operate their own job safety and health programs. The Occupational Safety and Health Administration approves and monitors state plans and provides up to 50 percent of an approved plan's operating costs.

- [Learn More About the Heat Campaign](#)

Upcoming Deadlines & Events

Check out the grant opportunities with DOL.

- [Open Funding Opportunities](#)

EVENTS SPOTLIGHT: Traveling Resource Center in Galveston

The Office of Workers' Compensation Programs will host a traveling resource center in Galveston, Texas, August 3, to provide information about a new class of former employees at Texas City Chemicals Inc. recently added to the Energy Employees Occupational Illness Compensation Program Act's Special Exposure Cohort. Presentations will be made at 10 a.m. and 2 p.m. to answer any additional questions individuals may have concerning the new SEC.

- [August 3 — Galveston, TX](#)

EBSA — Health Benefits Laws Compliance

administrator for the department's Wage and hour Division.

- [Read the News Release](#)

DOL Working for You

TAA Helps Former Chrysler Worker Retool for Higher Pay



When Jeffrey Cavanagh lost his software training job at Chrysler in Michigan, the Trade Adjustment Assistance program taught him new skills "that made me more marketable as I went forward," he said. TAA is a program that helps retrain workers who lose their jobs due to foreign competition. With help from Michigan Works!, Cavanagh took courses in operational efficiency, statistical analysis and "lean" healthcare project management. Learning "how to get waste out of the system" comes in handy in his new job as a training and integration specialist for a large local health care organization. Cavanagh currently earns more than he did at Chrysler.

After Accident, WRP Grad Lands Defense Analyst Job

After Gregory Sampson became disabled in an accident, he participated in the Workforce Recruitment Program, which helped him land a job at the Department of Defense keeping America safe. The WRP, run by the Office of Disability Employment Policy, helped place Sampson in DOD's policy office working on human capital issues. He received training in how to conduct interviews, investigate allegations and prepare reports. Sampson performed so well in training that he was hired into his present job as a program analyst in the DOD Inspector General's office, where he works on national security issues. He also acts as a WRP coordinator and helps students intern in DOD offices. "After the accident, I thought my world was over," Sampson said. "[WRP] proves you can make a contribution with a disability."



DOL in Action

Kinder Morgan Workers in 5 States to Receive Back Pay

Houston-based Kinder Morgan Inc. and Kinder Morgan Energy Partners have agreed to pay \$830,422 in overtime back wages to more than 4,600 employees for alleged violations of the Fair Labor Standards Act. The department filed a lawsuit against both companies after an investigation by the Wage and Hour Division found systemic violations of the FLSA's overtime provisions at 11 Kinder Morgan locations in Arkansas, Colorado, Louisiana, North Dakota and Texas. With about 8,000 employees at 470 facilities in the United States, Kinder Morgan is one of the largest pipeline transportation and energy storage companies in North America.

- [Read the News Release](#)

OSHA Takes Action in Alabama

The Occupational Safety and Health Administration cited First Material Systems Inc. of Lapine, Ala., for six safety violations and \$60,390 in proposed penalties following an inspection that found two previously cited violations had not been corrected. In a separate investigation, the agency cited NTN-Bower Corp. and on-site contractor Advanced Technology Services Inc. for a total of 19 safety and health violations at the company's Hamilton, Ala., plant. The serious violations included not establishing a baseline hearing test for employees and failure to require eye, face, hand or body protection. Proposed penalties total \$112,200.

Assistance Seminar

- [August 3-4 — San Diego, CA](#)
- [August 24-25 — Boise, ID](#)

OFCCP — AAP Development and Preparing for a Desk Audit

- [August 18 — Los Angeles, CA](#)

OFCCP — Building Partnerships for the Community

- [August 2 — Vicksburg, MS](#)
- [August 2 — Jackson, MS](#)
- [August 4 — Jackson, MS](#)
- [August 12 — Jackson, MS](#)
- [August 18 — Charlotte, NC](#)
- [August 19 — Jackson, MS](#)

OFCCP — Community Outreach and Education Event

- [August 4 — Richmond, VA](#)
- [August 18 — Richmond, VA](#)

OFCCP — Compliance Assistance Seminar

- [August 18 — Miami, FL](#)

OFCCP — Compliance Assistance Seminar for Construction Contractors

- [August 8 — Nashville, TN](#)
- [August 11 — Memphis, TN](#)
- [August 21 — Yazoo City, MS](#)
- [August 25 — Memphis, TN](#)

OFCCP — Compliance Assistance Seminar for Supply & Service Contractors

- [July 29 — Nashville, TN](#)
- [August 3 — Nashville, TN](#)
- [August 4 — Memphis, TN](#)
- [August 10 — Nashville, TN](#)
- [August 11 — Seattle, WA](#)
- [August 17 — Birmingham, AL](#)
- [August 18 — Memphis, TN](#)
- [August 24 — Portland, OR](#)
- [August 24 — Nashville, TN](#)
- [August 30 — San Diego, CA](#)
- [August 31 — Nashville, TN](#)

OFCCP — DOL Informational and Outreach Forum

- [August 19 — San Antonio, TX](#)

OFCCP — Informational Outreach & Forum for Community Based Organizations

- [August 4 — Philadelphia, PA](#)
- [August 17 — Philadelphia, PA](#)

OFCCP — How to Comply with the New

- [Read the First Material Systems Inc. News Release](#)
- [Read the NTN-Bower Corp. News Release](#)

Brenner Tank Services Hit with 11 Violations for Endangering Workers

The Occupational Safety and Health Administration cited Brenner Tank Services in Mauston, Wis., for 11 safety and health violations, including one willful violation for failing to provide machine guards that prevent operators from reaching into the danger zone. The company faces proposed penalties of \$114,000.

- [Read the News Release](#)

MSHA Releases Mid-Year Review of Mining Deaths

Fourteen U.S. miners died from on-the-job injuries during the first half of 2011. As it did last year, the department's Mine Safety and Health Administration has released a mid-year summary of these fatalities, outlining actions that need to be taken to prevent mining deaths. "Fatalities can be prevented," said Joe Main, assistant secretary for MSHA. "They are not an inevitable byproduct of mining. Effective health and safety programs, training of miners and proper workplace examinations can identify and eliminate the hazards that kill and injure miners. Mine operators are well aware they must take responsibility for the health and safety conditions in their mines to prevent these tragedies." Eight of the fatalities occurred in coal mines, while six happened in metal/nonmetal operations.

- [Read the News Release](#)

After Worker Tragedy, Ohio Company Receives 15 Citations

The Occupational Safety and Health Administration cited Advantage Powder Coating in Defiance, Ohio, for 15 safety violations following an inspection resulting from the death of a pedestal grinder operator. The employee was killed when the abrasive wheel on the grinder exploded and struck the operator on the head. Two willful violations were cited for a lack of properly adjusted safety guards and work rests. Among the offenses, the company was cited with 11 serious violations. Proposed penalties total \$159,600.

- [Read the News Release](#)

Northwestern Wisconsin Woods Products Cited for 18 Violations

Northeastern Wisconsin Wood Products in Pound, Wis., was cited by the Occupational Safety and Health Administration for a total of 18 alleged health and safety violations – 13 of which are considered willful. The company is facing \$378,620 in proposed penalties following a January inspection. "Northeastern Wisconsin Wood Products has a history of failing to comply with OSHA standards. The company has yet to abate many violations cited in a previous inspection," said Michael Connors, OSHA's regional administrator.

- [Read the News Release](#)

MSHA Impact Inspections Target 14 Mining Operations in June

Fourteen mines were the subject of impact inspections in June. The Mine Safety and Health Administration, which launched these focused examinations in April 2010, issued 194 violations at 12 coal mines and two metal/nonmetal mines last month. Impact inspections target mines that have been dogged by continual compliance problems, such as a high number of violations, accidents, injuries or illnesses. MSHA Assistant Secretary Joseph Main is hopeful about the success of the initiative. "The impact inspection program has been an invaluable tool for identifying and addressing mines with serious compliance issues," he said. "While we are still finding mines with chronic problems, we are cautiously optimistic that the majority of operators are getting the message."

- [Read the News Release](#)

Functional Affirmative Action Program (FAAP) Agreement Directive Published June 14, 2011

- [August 9 — Webinar](#)

OFCCP — Outreach Meeting - New Hampshire Commission for Human Rights

- [July 29 — Concord, NH](#)

OFCCP — Outreach Meeting - Veteran's Coordinator Staff

- [August 5 — Nashua, NH](#)

OLMS — Compliance Assistance Seminar

- [August 11 — Nashville, TN](#)
- [August 23 — Madison Heights, MI](#)
- [August 24 — Coopersville, MI](#)
- [August 25 — Petoskey, MI](#)

OSHA — Informal Stakeholder Meetings to Discuss Occupational Exposure to Infectious Diseases

- [July 29 \(AM\) — Washington, DC](#)
- [July 29 \(PM\) — Washington, DC](#)

WB — Stand Down for Women Veterans

- [August 20 — San Antonio, TX](#)

WHD — Prevailing Wage Conference 2011

- [August 2-4 — Denver, CO](#)
- [August 16-18 — Las Vegas, NV](#)

Following Worker Fatality OSHA Cites AMF Bowling in Addison, Texas

The Occupational Safety and Health Administration cited AMF Bowling Centers Inc. after a worker was fatally injured in a pinsetter machine while clearing a jam at the company's Dallas facility in Addison, Texas. Serious violations include failing to conduct periodic inspections of energy control procedures and failing to fix stairs that provided access from one structural level to another. Proposed penalties total \$112,600.

- [Read the News Release](#)

Georgia Bakery Cited Following Worker Suffering Finger Laceration

Earth Grains Baking Co. Inc., doing business as Sara Lee in Decatur, Ga., has been fined by the Occupational Safety and Health Administration after a worker severely lacerated a finger while operating a bread slicing machine. The company was cited for nine safety violations and \$51,800 in proposed penalties. One repeat violation related to the injury for exposing workers to hazards due to a lack of machine guarding.

- [Read the News Release](#)

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- In this week's newsletter: Taste the Future; What's Working for Middle Class; Good Green Stuff; & Honoring Richard Chavez <http://t.co/ayxSYgd> about 5 hours ago

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