



DOL News Brief

February 16, 2012

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The Future is Manufacturing



American manufacturing was the theme this week as Secretary Solis kicked off site tours with a visit an expanding General Motors

manufacturing plant outside of Baltimore, Md. The GM complex currently builds state-of-the-art transmissions for the company's hybrid engine light truck and SUVs. Starting in 2013, the plant will begin manufacturing the first electric motor to be produced by a major automotive company.

The expansion also will include the transfer of more than 200 positions from abroad to the Maryland facility, providing a clear



example of the president's call to companies to "in-source" jobs to the United States. "These are new jobs here at home building a new technology we can export around the world," said Secretary Solis. Later, Solis was treated to a gourmet lunch prepared by culinary arts students at the Woodland Job Corps Center in Laurel, Md. While there, she also met students training in carpentry, facilities maintenance, electrical skills and other career opportunities with a bright future.

- View the GM Slideshow
• View the Job Corps Slideshow

What's Hot

Community Colleges to Help Drive Recovery

On Monday, Secretary Solis joined President Obama at Northern Virginia Community College to unveil a proposed federal budget that includes an \$8 billion Community College to Career Fund to train the next generation of skilled U.S. workers. The fund will help build capacity at community colleges to hire staff and develop curricula that train students to fill local jobs in high-growth industries looking to hire right now. It also will support entrepreneurial development and help state and local governments entice companies to locate operations in jurisdictions with pools of qualified workers. "America's future will only be as strong as the industries we create and grow, and that means we must support our entrepreneurs, our workers and the institutions that train them," Solis said.



- Read the President's Remarks
• Read the Secretary's Remarks

Dr. Biden, Secretary Solis to Highlight Industry Partnerships on "Community College To Career" Bus Tour

Dr. Jill Biden, wife of Vice President Joe Biden, will join Secretary Solis on a "Community College to Career" bus tour to highlight innovative industry partnerships next week. The tour begins on Wednesday, Feb. 22 in Columbus, Ohio and will end on Friday, Feb. 24 in Greensboro, North Carolina. Other stops include Dayton, Ohio; Cincinnati, Ohio; Lexington, Ky.; Knoxville, Tenn. and Wytheville, Va. This week, President Obama announced a new \$8 billion Community College to Career Fund co-administered by the Department of Labor and Department of Education to forge new partnerships between community colleges and businesses to train two million workers with skills that will lead directly to jobs. Biden, a community college instructor for 18 years, and Solis, who began her career in public service as a community college trustee, will showcase the unique role community colleges play in creating a flexible, highly skilled 21st century workforce to help businesses meet the specific emerging needs in their regions. Follow the tour on Twitter using the hashtag #CCTour.

- Connect With the Tour on Twitter

110 New WHD Investigators



More than 100 new Wage and Hour Division investigators from across the country completed required Basic I training — a three-

week training session on the investigative process and the Fair Labor Standards Act — in St. Petersburg, Fla., last week. Despite its name,

Show Me the Money



Nearly 3,000 people logged in to the department's Web chat Monday on the president's fiscal year 2013 budget request. Secretary Solis, Deputy Secretary Harris and assistant secretaries answered more than 140 questions from stakeholders and press in the two hour discussion. A transcript of the chat is

"Basic I" is a rigorous program. Prerequisites include 12 weeks of related activities and a minimum of three months of on-the-job training. Deputy Administrator for Program Operations Tom Markey congratulated this diverse class of new investigators.

- [View the Slideshow](#)

Green Scene: Williams Tours a Green Manufacturing Innovator

As a leader in implementing clean, "green" manufacturing technique, Olympic Steel is helping America's manufacturing resurgence in a way that inspires other manufacturers to follow. On Tuesday, Jay Williams, director of recovery for auto communities and workers, had an opportunity to see this first-hand during a tour of the company's facilities. "As we grow our way through this recovery, we need a workforce that is not only competitive with the rest of the world, but one that inspires others to do better," he said. "What Olympic Steel is doing is helping to develop that kind of workforce." Olympic Steel has partnered with Blue Green Alliance Foundation to include its workers in the GreenPower program that trains workers in the latest waste reduction and energy management techniques.

More Good News About Mining

There are more than 12,000 metal and nonmetal mining operations in the country and, according to the Mine Safety and Health Administration, compliance with safety and health regulations is on the upswing. Preliminary data revealed that citations and orders issued at these mines are down 14 percent from 2010 to 2011. "More operators are taking a bigger responsibility for mine safety and health and, as a result, miners are better protected from injuries, illnesses and death, more money can be invested in mine safety rather than used to pay penalties for violations, and litigation is reduced," said MSHA Assistant Secretary Joseph Main. Outreach with stakeholders in the mining industry, education and training have been key components in achieving better compliance.

- [Read the News Release](#)

Boston Barricade's Bottom Line: Sustainability

For the Boston Barricade Co., sustainability means more than just the materials it chooses to

available online.

- [View the Transcript](#)
- [View the Slideshow](#)
- [Read the News Release](#)

News You Can Use

EBSA Forum in Boston to Empower Women

One of the easiest ways for workers to save for retirement is to take advantage of an employer-sponsored retirement plan. Statistics tell us, however, that women are heading into retirement at a distinct savings disadvantage when compared with men. The reasons: Women are more likely to work in part-time jobs that don't qualify for a retirement plan. They're also more likely to interrupt their careers to take care of family members, therefore working fewer years and contributing less toward retirement. To address these issues and more, the Employee Benefits Security Administration is teaming up with the Center for Retirement Research at Boston College to host a forum on Feb. 25. "Women and Retirement: What Every Woman Should Know Before It's Too Late" is open to the public.

- [Download Your Invitation](#)

YouthBuild Expands Training Opportunities

YouthBuild – a successful alternative education program that provides job skills training and assists youth in obtaining their high school diplomas or GED certificates – is set to begin offering new programs. This week, a final rule implements several recommendations received during the public comment period and expands the occupational skills training offered to YouthBuild participants to include health care, information technology and other high demand industries. "These changes will help young people be prepared to succeed in the fastest-growing industries of the future, setting them up for stable lifelong careers," said Jane Oates, assistant secretary of labor for employment and training.

- [Read the News Release](#)
- [Read the Federal Register Notice](#)

DOL Working for You

WIA Program Helps Young Adult Find Teaching Career

Kelli Sheehan is pursuing a teaching career because of a department-funded Workforce Investment Act youth program in North Carolina. After working a series of part-time jobs, Sheehan enrolled in the program through the local Salisbury-Rowan Community Action Agency. She eventually obtained a GED certificate, then took community college courses while also working as a substitute teacher in a day-care center. Sheehan's work with the children was so impressive that she was offered a permanent position as an assistant teacher at a local Head Start center. Sheehan, 21, said she plans to go back to school to get her teaching degree. The program, she said, "gave me a life learning experience and opened my eyes to see that I can succeed."



National Emergency Grant Brings Employment to Pennsylvanian

Michael Walter has a chance to aid his community and earn a paycheck thanks to a National Emergency Grant provided by the department to the commonwealth of



use; it means innovating to stay in business. The Florida-based company hosted Assistant Secretary for Employment and Training Jane Oates on a tour of company facilities where workers produce the barriers often seen surrounding storefronts under construction. Unlike previous designs that used drywall as the primary material, Boston Barricade uses a sustainable material which does not enter landfills after use. This solution to an often overlooked problem is what "an America built to last" is all about.



Pennsylvania. Walter had been unemployed for three years after losing his job with a fiber board manufacturer. But a grant to help dislocated workers in his state led to his being hired to perform local cleanup work following Tropical Storm Lee last September. Walter now heads a crew removing debris, repairing damaged structures and maintaining public grounds. At the same time, the grant is helping Walter receive career advice and seek full-time job opportunities. He said the funds "are a win-win" for providing him with employment and the community with much needed support.

Discrimination Issues for Pregnant Women and Caregivers



Equal employment opportunity experts, including Melvina Ford, senior policy adviser in the Wage and Hour Division, convened at the U.S. Equal Employment Opportunity Commission on Wednesday for a public meeting on discrimination against pregnant

women, new mothers and other workers with caregiving responsibilities. At a time when most pregnant women want and need to work, and more American workers struggle to balance work and family, discrimination against this group remains a significant problem. Ford discussed the department's renewed focus on the Family and Medical Leave Act and enforcement of the recent nursing mothers "break time" law that ensures new mothers are able to privately express milk at work.

- [Read the EEOC Press Release](#)
- [Read More About the Meeting](#)
- [Read Testimony From Melvina Ford](#)

DOL in Action

Funding for Young Adult Ex-offenders to Get Back on Track

The availability of approximately \$30 million in competitive grants to serve young adult ex-offenders through a training and service learning program was announced by the Labor Department on Thursday. Grant recipients will provide participants with meaningful community service projects and service learning opportunities, educational intervention to earn high school diplomas and industry recognized credentials, and career development for job placement. Participants also will receive post-program support to ensure continued progress.

- [Read the News Release](#)

Assistance for Texas Workers Impacted by Aerospace Layoffs

A \$3,145,776 National Emergency Grant increment will provide continued access to re-employment assistance for about 600 workers impacted by layoffs at 21 Houston-area companies. Many of the workers were contractors for the Space Shuttle Program at the Johnson Space Center.

- [Read the News Release](#)

Baytown, Texas, Companies Pay More Than \$200,000 in Back Wages

Angel Brothers Enterprises LLC and Century Asphalt Ltd., equally owned by Gary Angel and Greg Angel in Baytown, Texas, have paid \$201,572 to 121 end dump and tanker drivers in Baytown, Houston and New Braunfels after the Wage and Hour Division found violations of the Fair Labor Standards Act. Drivers were paid a percentage of the revenue generated by their loads for all hours worked. Additionally, required record keeping was not maintained.

- [Read the News Release](#)

Final Rule Issued on H-2B Foreign Labor Certification

The Employment and Training Administration and the Wage and Hour Division announced a final rule to improve the H-2B temporary nonagricultural worker program. The H-2B program allows the entry of foreign workers into the United States on a temporary basis when qualified U.S. workers are not available Secretary Solis noted, "The rule will ensure that the program is used as intended by making these jobs more accessible to U.S. workers and providing stronger protections for every worker." The rule will go into effect April 23.

- [Read the News Release](#)

Upcoming Deadlines & Events

[Open Funding Opportunities](#)

Event Spotlight: Join the (Job) Clubs Next Week in Minnesota and Arizona

The Center for Faith-based and Neighborhood Partnerships is hosting two job club events next week. On Feb. 21, deputy director Ben Seigel will be joined in Minneapolis by Deputy Secretary of Labor Seth Harris to discuss the valuable role clubs and career ministries are playing in getting

Minnesotans back to work. On Feb. 22, Office of Recovery for Auto Communities and Workers. Director Jay Williams will join Seigel in Phoenix for a similar event focused on Arizonans. Both events are free and open to the public.

OSEC — Job Clubs & Career Ministries On the Front Lines of Getting Americans Back to Work

- [February 21 — Minneapolis, MN](#)
- [February 22 — Phoenix, AZ](#)

EBSA — Health Benefits Laws Compliance Assistance Seminar

- [March 21-22 — Little Rock, AR](#)

EBSA — Helping Small Business Owners Save for Retirement Webcast

- [February 23 — Webcast](#)

EBSA — Voluntary Fiduciary Correction Program and Abandoned Plan Program Workshop

- [March 20 \(AM\) — Detroit, MI](#)
- [March 20 \(PM\) — Detroit, MI](#)

EBSA — Women and Retirement: What Every Woman Should Know Before it's Too Late

- [February 25 — Boston, MA](#)

MSHA — Spring Thaw Workshop

- [February 28 — State College, PA](#)
- [February 29 — Billings, MT](#)

OFCCP — 16 AA steps and Other Requirements for Construction Contractors

- [February 23 — San Diego, CA](#)

OFCCP — ABC's of Compliance for Supply & Service Contractors

- [February 23 — Online](#)

OFCCP — Building Partnerships for the Community

- [February 22 — Atlanta, GA](#)
- [February 22 — Jacksonville, FL](#)
- [March 1 — Charlotte, NC](#)
- [March 1 — Memphis, TN](#)
- [March 8 — Memphis, TN](#)
- [March 15 — Miami, FL](#)
- [March 15 — Memphis, TN](#)
- [March 22 — Memphis, TN](#)

OFCCP — Building Relationships In Diverse Groups

- [Read the H-2B Fact Sheet](#)
- [Read the H-2B Final Rule](#)

Field Pumpers in Tulsa Receive Back Wages

Tulsa, Okla.-based RDT Services Inc. has paid \$68,556 in overtime back wages to 20 field pumpers after an investigation by the Wage and Hour Division found overtime and record-keeping violations of the Fair Labor Standards Act. Employees were paid "straight time" rather than time and one-half their regular rates for hours worked over 40 in a week.

- [Read the News Release](#)

Defunct Company Sued to Restore 401(k) Assets

The department has sued By Design Consulting Corp. and its owner, Randall Williamson Smith, to restore \$25,978.39 in assets to the defunct Georgia computer software company's 401(k) retirement plan after an investigation by the Employee Benefits Security Administration found violations of the Employee Retirement Income Security Act.

- [Read the News Release](#)

Georgia's Beasley Forest Products Cited for Safety, Health Violations

Beasley Forest Products Inc. has been cited by the Occupational Safety and Health Administration for 21 safety and health violations at its hardwood sawmill production facility in Sandersville, Ga. Sixteen serious and five other-than-serious violations are related to lockout/tagout of energy sources, exposing workers to combustible dust, a lack of machine guarding and electrical deficiencies. Penalties total \$78,000.

- [Read the News Release](#)

Grocery Store Employees in Tulsa, Okla., Receive Back Wages

The Wage and Hour Division has recovered \$26,983 in overtime back wages for 23 employees of Tulsa, Okla.-based Las Americas Supermercado Inc. and Gateway Supermarket LLC, following an investigation that found violations of the Fair Labor Standards Act. Antonio Perez, owner of both stores, misclassified workers as exempt from receiving overtime compensation and paid employees "straight time" for hours worked over 40 in a week.

- [Read the News Release](#)

Electra Form Industries Cited for Failing to Provide Machine Guarding

The Occupational Safety and Health Administration has cited Electra Form Industries with 17 safety violations, including failing to provide machine guarding, at the plastic injection mold maker's Vandalia, Ohio, facility. Proposed fines total \$66,000.

- [Read the News Release](#)

German Air Force Center Pays Nearly \$34,000 in Overtime Back Wages

The German Air Force Tactical Training Center at Holloman Air Force Base in Alamogordo, N.M., has paid \$33,768 to eight employees following an investigation by the Wage and Hour Division that found violations of the Fair Labor Standards Act. Employees had received compensatory time off for hours worked over 40 in a week rather than time and one-half their regular rates of pay, as required.

- [Read the News Release](#)

[February 23 — Boston, MA](#)

OFCCP — Collaboration Event

- [March 21 — Bloomsburg, PA](#)

OFCCP — Community Based Organizations Roundtable Collaboration

- [March 14 — Pittsburgh, PA](#)
- [March 14 — Richmond, VA](#)

OFCCP — Community Outreach and Education Event

- [February 28 — Baltimore, MD](#)
- [March 21 — Philadelphia, PA](#)

OFCCP — Compliance Assistance/Technical Assistance Seminar

- [February 29 — Columbus, OH](#)

OFCCP — Compliance Assistance Seminar - Construction

- [February 29 — Philadelphia, PA](#)
- [February 29 — Richmond, VA](#)
- [March 8 — Philadelphia, PA](#)

OFCCP — Development of Written Affirmative Action Programs

- [March 8 — Omaha, NE](#)

OFCCP — National Origin Discrimination

- [March 22 — Omaha, NE](#)

OFCCP — The OFCCP Internet Applicant Recordkeeping Rule

- [March 21 — Online](#)

OFCCP — Operation Home Work Veterans EXPO

- [March 15 — Stamford, CT](#)

OFCCP — Policy Group for Trades Women Issues Meeting

- [February 28 — Boston, MA](#)

OFCCP — Section 503 of the Rehabilitation Act of 1973, as amended Seminar

- [February 17 — Los Angeles, CA](#)

OFCCP — So You've Been Scheduled

- [March 16 — Los Angeles, CA](#)

OFCCP — Supply and Service AAP/Educational Seminar

- [March 7 — Pittsburgh, PA](#)

OFCCP — Supply and Service AAP Seminar for Small and New

Biodiesel Plant Sanimax Cited for Safety Violations

Sanimax Inc., a biodiesel manufacturer, has been cited by the Occupational Safety and Health Administration for 13 safety violations at its De Forest, Wis., facility. After receiving a complaint, OSHA opened an inspection focused on the process safety management standard for facilities that use hazardous chemicals. Proposed fines total \$76,500.

- [Read the News Release](#)

Georgia Union Official Sentenced for Embezzlement

Tommy Harris, former treasurer of the National Association of Letter Carriers Branch 1230 in Griffin, Ga., has been sentenced to four years of probation, 11 months of electronically monitored home confinement and 200 hours of community service, as well as ordered to pay \$24,646.82 in restitution. The sentencing follows an Office of Labor-Management Standards investigation that found Harris embezzled the money by writing unauthorized checks to himself and submitted false reports to the Department of Labor between 2000 and 2008. Harris pleaded guilty last year to one count of embezzling union funds.

Publix Supermarkets Cited After Hand Amputation

Publix Supermarkets Inc. has been cited by the Occupational Safety and Health Administration for willful, repeat and serious violations at its distribution facility in Jacksonville, Fla., after the agency received a complaint in September that a worker's hand had been amputated. Proposed penalties total \$182,000. Due to the repeat violations and the nature of the hazards, OSHA has placed the company in its Severe Violator Enforcement Program.

- [Read the News Release](#)

Pipeline Industries Cited for Exposing Workers to Trenching Hazards

Greenwood Village, Colo.-based Pipeline Industries Inc. has been cited with willful, serious and repeat violations for exposing workers to cave-in hazards at worksites in Wheat Ridge and Colorado Springs. Investigations by the Occupational Safety and Health Administration found that workers were installing sewer pipes without adequate protection. Pipeline Industries Inc., was cited in 2010 with similar violations. The proposed penalties total \$180,180.

- [Read the News Release](#)

Norwegian Cruise Lines to Pay Back Wages to 2,000+ Workers

Norwegian Cruise Lines has agreed to pay \$526,602 in back wages to 2,059 employees following an investigation by the Wage and Hour Division that disclosed systemic violations of the Fair Labor Standards Act at the company's Pride of America cruise ship in Hawaii. The company paid employees straight time for mandatory weekly emergency drills, regardless of overtime hours they worked during the week.

- [Read the News Release](#)

Franklin Lumber Fined More Than \$103,000 for 22 Safety Violations

Franklin Lumber Co. in Bude, Miss., has been cited by the Occupational Safety and Health Administration for 16 serious, four repeat and two other-than-serious violations related to exposing workers to combustible dust hazards, a lack of machine guarding and electrical deficiencies. Penalties total \$103,356.

- [Read the News Release](#)

Contractors

- [March 13 — Baltimore, MD](#)

OFCCP — Workplace Accommodations

- [March 15 — Omaha, NE](#)

OFCCP — Women in Nontraditional Jobs

- [February 23 — Omaha, NE](#)

OSEC — Job Clubs & Career Ministries On the Front Lines of Getting Americans Back to Work

- [February 21 — Minneapolis, MN](#)
- [February 22 — Phoenix, AZ](#)
- [March 1 — Caledonia, MI](#)

OSHA — Maritime Advisory Committee for Occupational Safety and Health (MACOSH) Meeting

- [February 22-23 — Washington, DC](#)

OWCP — Town Hall Meetings to Assist Nuclear Weapons Workers

- [March 14 — Amarillo, TX](#)

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<http://t.co/eyTeoupT> about 4 hours ago
- Statement by Labor Secretary Hilda L. Solis on workforce investment [02/16/2012]
<http://t.co/fNCq3xCe> about 19 hours ago

Initiative to Combat Misclassification at Seattle-area Nail Salons

In an effort to protect workers from systemic violations of the Fair Labor Standards Act's minimum wage and overtime pay provisions, the Wage and Hour Division is focusing attention on the misclassification of employees as independent contractors or "booth renters" rather than as regular employees at nail salons in the Seattle area. Nationwide, the division has collected more than \$688,000 in back wages for employees in the hair, nail and skin care industries over the past two years.

- [Read the News Release](#)

Bridgford Foods Cited for Exposing Workers to Safety, Health Hazards

Anaheim, Calif.-based Bridgford Foods Corp. has been cited by the Occupational Safety and Health Administration for serious and repeat safety and health violations at its food manufacturing facility in Dallas, Texas. Serious violations include failing to provide required machine guarding, implement energy control procedures for machines with more than one energy source and train employees on the use of energy control procedures. Proposed penalties total \$174,500.

- [Read the News Release](#)

Back Wages, Other Damages Sought for McMenemy's Workers

The department has filed a lawsuit in federal court seeking to recover \$3,207 in back wages for 33 current and former workers of McMenemy's LLC in Niles, Ohio, operated by Kelly Greens Investment Co. Inc., owner Richard Leonard and general manager Robert Leonard. An investigation by the Wage and Hour Division found that the defendants violated the Fair Labor Standards Act by failing to pay required minimum wage and overtime compensation. The department is also seeking liquidated damages and \$23,141 in civil monetary penalties for the repeat violations.

- [Read the News Release](#)

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