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## BY THE NUMBERS

Every **\$1** spent  
on  
**apprenticeships**  
IN THE U.S. LEADS TO  
**\$27** IN  
**economic growth**

## (Work in Progress) The Best of Our Blog

Each week, this space will bring you the best from our ([Work in Progress](#)) blog.

- [Weather Forecasters: Summer's Unsung Heroes](#): As our nation continues to experience the effects of severe weather and climate change, weather forecasters and meteorologists are becoming an even more critical source of information, writes Secretary Perez, explaining how OSHA is forming partnerships with meteorologists to raise awareness and educate employers and employees about the dangers of working in hot weather.
- [41 Million Stories](#): Affordable and quality child care, maternity leave and workplace flexibility were a few of the topics discussed this spring during a series of forums hosted by the department as part of a national conversation on working families, reports Women's Bureau Director Latifa Lyles.
- [Another Step Toward Ending Black Lung](#): Assistant Secretary of Labor for Mine Safety and Health Joseph Main recaps a series of stakeholder meetings with the mining community to answer industry questions about the recent final rule limiting miners' exposure to respirable coal dust.

## What's New

### Putting More Green Into Workers' Pockets

Over salads at a sweetgreen restaurant, U.S. Secretary of Labor Thomas E. Perez and Rep. George Miller discussed raising the national minimum wage while calling attention to the many businesses that pay their employees more than the current minimum of \$7.25 per hour. Sweetgreen, which



features a menu encouraging healthy eating, is one of the companies paying its workers above the federal minimum wage, with the majority of the sweetgreen workforce earning at least \$9 an hour. Started in 2007 by Georgetown University students, sweetgreen has grown to 400 employees and 20 stores across the Northeast and Mid-Atlantic. Perez and Miller dined on June 16 at sweetgreen's Dupont Circle restaurant in Washington, D.C. "What they demonstrate is that you don't have to choose, as a business owner, between your workers and your bottom line," said Perez. Miller is a chief sponsor of the Fair Minimum Wage Act, which would raise the national minimum wage to \$10.10 per hour. The legislation is getting a boost from a number of mayors who are considering a resolution at their annual conference that urges congressional approval. Perez endorsed that effort on June 19. "From coast to coast, we're seeing a surge of momentum on this issue, with states, localities and forward-thinking businesses raising wages," he said in a statement. "I support the resolution before the U.S. Conference of Mayors calling on Congress to raise the national minimum wage and encouraging states and local governments to do the same."

- [Learn More About the Minimum Wage](#)
- [Read the Secretary's Statement](#)

### Better Skills, Better Jobs and a Better Bargain for the Middle Class

In communities around the country, the department has strengthened partnerships between industry leaders, community colleges, philanthropic organizations and the local workforce system to help Americans gain marketable skills. But "upskilling" America isn't a job for the federal



government alone. Organizations such as the National Fund for Workforce Solutions are helping to leverage public dollars to support and sustain



This week's phrase is Prevailing Wage. Based on the wages of workers within a particular occupation and geographic area, the prevailing wage promotes good jobs and ensures that workers on federal contracts and on temporary foreign visas are paid fairly and do not disadvantage local workers.

- [Learn About Prevailing Wage](#)
- [See All the A-Z Terms](#)

programs that provide career opportunities for low-wage workers. Secretary Perez spoke to nearly 400 people from foundations, businesses, community-based organizations, nonprofits, community colleges, industry associations and workforce investment boards on June 19 at the National Fund's fourth annual conference in Chicago. During his keynote speech, Perez highlighted the importance of making sure people have access to the opportunities that will allow them to punch their tickets to the middle class. "Though we have some pretty daunting challenges to overcome," Perez said, "it's an exciting time to be the Secretary of Labor, because our role has never been more important than it is right now."

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

Boosting Apprenticeship at Manufacturing Roundtable in Chicago



The department's series of industry roundtables on apprenticeship continued with a gathering of manufacturing industry leaders in Chicago on June 19. Secretary Perez kicked off the discussion that highlighted the resurgence of manufacturing in the United States over the past few years.

"If America is going to capitalize on companies looking to locate their manufacturing operations here, then we have to develop the human capital to meet the need," said Perez. "Apprenticeship has a long, successful history of doing exactly that." Six roundtables are being held in June, focusing on industries related to transportation and logistics, health care, construction, energy, manufacturing and information technology. The information gathered from these discussions will inform the development of the American Apprenticeship Grant competition, which will support President Obama's goal of doubling the number of apprenticeship programs in five years.

- [Learn About Registered Apprenticeship](#)

## Opportunities for Women



During an address at a Collaborative Learning Institute event hosted by Wider Opportunities for Women on June 12 in Washington, D.C., Women's Bureau

Director Latifa Lyles discussed her agency's programs that focus on increasing women's presence in non-traditional occupations. Lyles addressed a crowd of 80 members of community groups, workforce agencies and community colleges, saying, "The Women's Bureau is concerned, not only about women's ability to train and compete for jobs in non-traditional fields, but also their ability to retain those jobs, which is often closely tied to women's experiences and treatment on the job site." The event was part of WOW's Opportunities for Women in Nontraditional Employment Initiative, and included presentations by the Employment and Training Administration and the Office of Federal Contract Compliance Programs.

- [Learn About the Women's Bureau](#)
- [Read About Occupations for Women](#)

## Helping Soldiers Transition

Programs that provide job assistance and transition services to military personnel headed to civilian employment are a major focus of the Veterans' Employment and Training Service.



Terry Gerton, assistant secretary of labor for policy at VETS, recently visited the U.S. Army Human Resources Command in Fort Knox, Ky., to discuss transition programs. Gerton also met with the United Parcel Service's Veterans Training and Business Resource Group and the Greater Louisville Metro Chamber of Commerce. She then toured UPS' Worldport facility, the largest fully automated package handling facility in the world.

## National News

Calling for Heat Safety

Meteorologists and weather forecasters from across the country participated in a teleconference on June 19 hosted by the Occupational Safety and Health Administration and the National Weather Service. The call was held as part of OSHA's Campaign to Prevent Heat Illness in Outdoor Workers, which aims to educate

employers and workers about the dangers of working outdoors in extreme heat. Secretary Perez delivered remarks along with Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels and National Oceanic and Atmospheric Administration Deputy Undersecretary Vice Admiral Michael Devany. "Weather forecasters are often the go-to sources for life-saving information," said Perez. "We hope they will help us in



## Braille as a Path to Employment

Trustees, members and customers of the National Braille Press welcomed Assistant Secretary of Labor for Disability Employment Policy Kathy Martinez to their annual meeting in Boston on June 17. Focusing on her personal experiences learning braille as a child, Martinez's remarks explored the power of braille in supporting employment opportunities as well as the importance of accessibility in the workplace. "I can say without hesitation that I could not do my job today without braille, and that braille literacy helped me get where I am today," Martinez said. NBP is a nonprofit publisher that empowers people who are blind to actively engage in work, family and community.

- [Read About Accessibility in the Workplace](#)

## Mine Safety in the Lone Star State



More than 100 safety, health and training professionals gathered in Austin, Texas, recently for the annual meeting of the Joseph A. Holmes Safety

Association. Among the presentations were "Electrical Safety," "Assessing the Safety Culture," "Motivational Safety," "Innovations in Simulator Training" and "Task Training." Joseph Main, assistant secretary of labor for mine safety and health, delivered the keynote address on June 12, during which he updated attendees about recent initiatives undertaken by his agency, including the final rule on lowering miners' exposure to respirable coal dust. The Holmes Association began in 1916 to promote health and safety in the mining industry and consists of representatives from federal and state governments, mining organizations and labor groups.

- [Learn About the Holmes Association](#)

## ERISA Council Update

The Advisory Council on Employee Welfare and Pension Benefit Plans, known as the ERISA Advisory Council, met recently in Washington, D.C., for public hearings. A number of key topics were discussed, including: Pharmacy Benefit Manager Compensation and Fee Disclosure; Outsourcing Employee Benefit Plan Services; and Issues and Considerations Around Facilitating Lifetime Plan Participation. On June 18, Assistant Secretary of Labor for Employee Benefits Security Phyllis C. Borzi updated the council on agency initiatives. She also discussed EBSA enforcement with respect to Employee Stock Ownership Plans.

- [Read About Recent ESOP Case](#)
- [Learn About the ERISA Advisory Council](#)

## Tree Trimming in the Mid-Atlantic

spreading this important message about the dangers of working in extreme heat."

- [Learn About OSHA's Campaign](#)
- [Read the Secretary's Blog](#)
- [Download the Heat Safety App](#)

## \$74 Million Awarded to Help Ex-Offenders Get Back on Their Feet

The department is expanding opportunities to re-integrate formerly incarcerated adults and youth involved in the juvenile justice system back into their communities. The grants, totaling \$74 million, were announced on June 19. Funding will provide employment, training and support services for adults through a work-release program and youth through a combination of promising workforce and juvenile justice strategies. These grants also build on the department's career pathways initiative — to better coordinate education and training services — as well as the Promise Zone initiative, which promotes partnerships between local communities and businesses to create jobs, increase economic security, expand educational opportunities, increase access to housing and improve public safety. "We are imploding stovepipes and achieving levels of interagency collaboration to help ex-offenders turn around their lives and get back on their feet," said Secretary Perez.

- [Read the News Release](#)

## News You Can Use

### Safety Can be Fun!

The surest way to keep workers safe and protect businesses is to learn how to find and fix hazards before a fatality or injury occurs.

The Occupational Safety and Health Administration's new Hazard Identification Training Tool will help do just that. This educational game allows small businesses to navigate

scenarios in the manufacturing and construction industries and practice identifying and correcting hazards that could cost workers their lives and employers their business. "This new tool not only educates employers about how to take control of their workplaces and protect workers, it also demonstrates that following well-established safety practices is good for the bottom line," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels.

- [Read the Blog Post](#)
- [Watch the Trailer](#)
- [Try the Tool](#)

### After Tornadoes, Safety Tips for Disaster Recovery Workers

As residents recover from the damage caused by the recent tornadoes and severe storms in Pilger, Neb., Sioux City, Iowa, and other areas of Nebraska and western Iowa, the Occupational Safety and Health Administration urges recovery workers, employers and the public to exercise caution during cleanup and recovery efforts. "Our main concern is the safety of the workers and volunteers conducting cleanup activities," said Bonita Winingham, OSHA's area director in Omaha. OSHA will provide compliance assistance at disaster sites to workers and the public to let them know about the hazards they may encounter, as well as the steps they should take to stay safe and healthy.

- [Read the News Release](#)



The Occupational Safety and Health Administration has launched two initiatives designed to protect workers engaged in construction, tree trimming and clearing operations in the mid-Atlantic region. There were 47 fatalities related to tree trimming and clearing in fiscal years 2009 through 2013 in Delaware, Pennsylvania, Maryland, the District of Columbia, Virginia and West Virginia. In fiscal years 2011 and 2012, 43 deaths occurred in the region, 18 of which were attributed to falls. Both initiatives will run through the summer.

- [Read About the Construction Safety Initiative](#)
- [Read About the Tree Trimming Safety Initiative](#)

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## Stand Up for Women Veterans

Nearly 150 women veterans who served from World War II to the Iraq War participated in the Stand Up for Women Veterans event on June 13 in Tarrytown, N.Y. Resources related to health, housing, financial security, rehabilitation, education and employment were made available to attendees. All of the organizations that took part in the event had successfully completed training on trauma-informed care for service providers who work with veterans. The most recent training was held on June 5 at Westchester Community College. Since 2011, the Women's Bureau has trained staff from dozens of organizations in New York and New Jersey in trauma-informed care. Annette Peters-Ruvolo, a program director whose organization provides housing for homeless veterans, said the initiative helped her to look "at ways we can become more of an education and training source for the community when working with women veterans."

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## EMPLEO Marks 10th Anniversary

The Employment, Education and Outreach Alliance, a collaboration involving government agencies such as the Wage and Hour Division,



consulates and worker rights organizations, is marking its 10-year anniversary. Since EMPLÉO started in Southern California in 2004, the outreach program for Hispanic workers and employers has been instrumental in the recovery of more than \$15 million in back wages and compensation for approximately 10,000 people. Enrique Piñeda, a chef who had not received a salary for five months and nearly lost his home, sought help from EMPLÉO's hotline at 1-877-552-9832. "It is important for the community to know that it is ok to trust EMPLÉO," said Piñeda. "They helped me." Ultimately, he received \$11,000 in back wages. "We must continue to work together to make sure we educate the community on their rights in the workplace," said Ruben Rosalez, regional administrator for the Wage and Hour Division. Anniversary events for EMPLÉO took place in Los Angeles and Seattle on June 18. In

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## Around DOL

### What Working Families Need



We may live in a "Modern Family" world, but many of our workplace policies belong in an episode of "Leave It to Beaver." That was Secretary Perez's message in an online Q&A with Huffington Post Live on June 18. To help bring U.S. policies into the 21st century, the department is co-hosting a White House

Summit on Working Families on June 23. The Q&A was one in a series of events leading up to the summit intended to spur conversations on flexibility, paid leave, fair wages and other important issues with employers, workers, policymakers and advocates. Uncommon Goods CEO David Bolotsky and employee Sha'Ron Burden joined Perez during the Q&A to talk about how good wages and flexibility are positives for business, and New Jersey Working Families Director Analila Mejia shared how her state is taking the lead in areas such as paid sick leave.

- [Watch the HuffPost Live Q&A](#)
- [Learn About the White House Summit on Working Families](#)

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## DOL Working for You

### Grant Helps Floridian Find High-Tech Employment

While he was underemployed in a job selling cookware, Nick Bryant dreamed about capitalizing on his computer software degree and finding his "ultimate goal" of working in the technology field. Bryant made his dream a reality with help from CareerSource North Central Florida and its H1-B Technical Skills Training grant from the Employment and Training Administration. The ETA grant funds the Healthcare Biomanufacturing Occupational and Technology Training program and enables



employers to hire, train and retain qualified employees in permanent positions in health care, bioscience, manufacturing and technology occupations. After a career skills assessment, Bryant was hired as a software engineer by SharpSpring, a startup company that provides small businesses with software to generate and track sales leads. Rick Carlson, the company's CEO and founder, has hired about a dozen employees through the training program. It "allows us to hire people as we grow," Carlson said.

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## DOL in Action

### \$1.3 Million Grant to Aid Laid-Off Manufacturing Workers in Michigan

A \$1.3 million grant to assist approximately 200 workers affected by the closure of TRW Integrated Chassis Systems LLC in Saginaw, Mich., has been approved by the department. Awarded to the Michigan Strategic Fund, the grant will be administered by Great Lakes Bay Michigan Works!, a local workforce development board. It will help provide access to dislocated worker services, such as individual career counseling, skills assessment,

addition to the WHD, EMPLEO partners include the Occupational Safety and Health Administration, the Equal Employment Opportunity Commission and state agencies, consulates from countries in Central America and the Caribbean, non-profit and faith-based organizations and labor advocates.

• [Read the Blog Post](#)

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## New Home Care Guidance

As part of its continuing efforts to provide stakeholders with assistance implementing the Home Care Final Rule, the department has issued two pieces of guidance that will help employers of home care workers determine their obligations under the Fair Labor Standards Act. A new Administrator's Interpretation and revised Fact Sheet will help public entities and private agencies that administer or participate in a consumer-directed, Medicaid-funded home care program evaluate whether they may be joint employers under the FLSA.

- [Read the Guidance](#)
- [Learn About the Home Care Rule](#)

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## Town Halls for Nuclear Workers

Current and former nuclear weapons workers met with representatives from the Division of Energy Employees Occupational Illness Program at meetings in Attleboro, Mass., and Cromwell, Conn., on June 18 and 19, respectively. The town hall-style discussions notified employees who worked at 33 facilities in the southern New England area about the benefits available to them under the Energy Employees Occupational Illness Compensation Program Act. More than 150 people attended and an additional 43 claims were filed as a result of the town halls. Additionally, on-site resource center staff assisted 100 people with existing claims and questions. To date, \$65.7 million in EEOICPA compensation and medical benefits has been paid to 722 individuals living in Massachusetts, and \$26.8 million has been paid to 250 individuals living in Connecticut.

- [Learn About EEOICPA](#)
- [Read the News Release](#)

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## Honors for Philly Green Team



The Curtis Center DOL Green Team in Philadelphia has received the Environmental Protection Agency Mid-Atlantic Region's

Federal Green Challenge Education and Outreach Award. The group was honored on June 19 for its successful outreach and education initiative that resulted in 100 percent recycling rates in the Curtis Center. The Green Team is comprised of department employees located in the Curtis Center who have a shared interest in promoting green practices to achieve the goals identified in the Strategic Sustainability Performance Plans.

skill upgrades, occupational skills training and job search assistance. "As our nation's economic landscape changes, it is critical that hard-working Americans receive retraining that gives them new skills and opportunities to succeed," said Secretary Perez.

- [Read the News Release](#)

Care Home Operator to Pay Nearly \$448,000 to 17 Workers

Adult residential care home operator Anne's Guest Home of Livermore and Pleasanton, Calif., has agreed to pay \$447,689 in minimum, overtime back wages and damages to 17 employees. An investigation by the Wage and Hour Division found the employer in violation of the Fair Labor Standards Act's minimum wage, overtime and record-keeping provisions. Anne's Guest Home paid workers below federal minimum wage and failed to pay the required overtime premium for hours worked beyond 40 in a workweek. The division's San Francisco District Office, in cooperation with the department's Regional Solicitor, secured a consent judgment on the case.

- [Read About Residential Care Facilities Under the FLSA](#)

Florida Teenager Fatally Crushed During Work on Bridge

An 18-year-old laborer was crushed to death when a bridge panel, weighing nearly 1,800 pounds, fell on him while he dismantled a section of the old Aucilla River Bridge in Lamont, Fla. Following an investigation by the Occupational Safety and Health Administration, GLF Construction Corp., of Miami, Fla., was cited for failing to follow proper safety procedures to secure the bridge panels from falling over. "This young man didn't even earn his first paycheck from GLF Construction when he paid the ultimate price of working on a mismanaged project," said Brian Sturtecky, OSHA's area director in Jacksonville. "The only difference between a safe act and an unsafe act depends on the level of importance an employer places on doing what is right."

- [Read the News Release](#)

Risk of Amputation, Excessive Noise Exposure at Lumber Mill

An investigation found workers at Buchman Lumber Co. LLC were exposed to excessive noise and amputation hazards at its Springbrook, Wis., lumber plant. The Occupational Safety and Health Administration cited the company for 17 violations and proposed penalties of \$145,200. It also has placed the company in its Severe Violator Enforcement Program.

- [Read the News Release](#)

Wage Violations Found at West Virginia, Ohio Restaurants

Las Trancas Inc., doing business as Las Trancas Mexican Cuisine, a full-service restaurant headquartered in Vienna, W.Va., will pay \$365,834 in back wages to 36 workers employed at two establishments in Clarksburg, W.Va., and Marietta, Ohio. Investigations conducted by the Wage and Hour Division disclosed minimum wage, overtime and record-keeping violations of the Fair Labor Standards Act. Investigators found the company failed to record how many hours servers worked and failed to pay them for any hours worked beyond 40 in a workweek. The company also will pay \$15,520 in civil penalties for willful and repeat violations of the FLSA.

- [Read the News Release](#)

Trenching Hazards Found at Florida Work Site

Westwind Contracting Inc., of Pembroke Park, Fla., was cited for exposing workers to trenching hazards while they installed concrete catch basins in Davie, Fla. The Occupational Safety and Health Administration issued a willful violation for the employer's failure to provide a safe working environment for employees working in a deep trench without necessary safety protection. The employer also failed to provide a safe means to enter and exit the excavation site and ensure that employees who worked at the bottom of the trench were protected from falling material or equipment. Penalties total \$76,300.

The EPA award is a key element of the environmental agency's Sustainable Materials Management Program and the Federal Green Challenge.

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## HIV/AIDS Outreach in Philadelphia

The Office of Federal Contract Compliance Programs held an informational workshop with the Equal Employment Opportunity



Commission at the 15th Annual HIV/AIDS Prevention and Outreach summit in Philadelphia on June 18. The agencies informed more than 500 attendees about protections offered through the investigative process and how to request reasonable accommodations. The attendees represented individuals with HIV/AIDS and those serving the HIV/AIDS community in the Philadelphia area.

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## Weekly UI Claims

The department reported that the advance figure for seasonally adjusted initial Unemployment Insurance claims was 312,000 for the week ending June 14, a decrease of 6,000 from the previous week's revised level. The four-week moving average was 311,750, down 3,750 from the previous week's revised average.

- [Read the News Release](#)

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## Upcoming Deadlines & Events

### [Open Funding Opportunities](#)

EBSA — Compliance Assistance Informational and Outreach Forum

- [June 20 — Wellesley Hills, MA](#)

EBSA — Health Benefits Laws Compliance Assistance Seminar

- [June 24 — New York, NY](#)
- [June 25 — New York, NY](#)

OFCCP — Construction 16 EEO & Affirmative Action Requirements

- [June 24 — Atlanta, GA](#)
- [June 26 — Columbia, SC](#)
- [June 26 — Columbia, SC](#)

OFCCP — Directive 306: Joint Event with the Cara Program

- [June 25 — Chicago, IL](#)

OFCCP — Diversity in Tech 2

- [June 23 — Redwood Shores, CA](#)

OFCCP — What to Expect During an

- [Read the News Release](#)

Temporary Worker Injured at Jersey Bottling Plant

Maplewood Beverage Packers LLC in Maplewood, N.J., and temporary employment agency Corporate Resource Services Corp. in Elizabeth, N.J., have been cited by the Occupational Safety and Health Administration for health and safety violations. OSHA's December 2013 investigation at the beverage bottling company's Maplewood plant was prompted by a temporary worker's injury after a fall from a ladder. Maplewood Beverage was cited for one willful, one repeat, 17 serious and two other-than-serious violations and faces \$171,270 in proposed penalties. OSHA found two serious violations against Corporate Resource Services and proposed an \$11,000 penalty.

- [Read the News Release](#)

Buffet Restaurants in Dallas to Pay Nearly \$189,000 in Back Wages

Four restaurants in the Dallas area have agreed to pay \$188,970 in back wages to 61 employees following an investigation by the Wage and Hour Division. Yes Buffet in Grand Prairie, Crown Buffet and Win Chinese Buffet in Dallas, and Royal Buffet in Rowlett violated minimum wage, overtime pay and record-keeping provisions of the Fair Labor Standards Act. "The owners of these restaurants profited from the labor of their employees, who worked between 55 and 60 hours a week without receiving at least the legally required minimum wage and overtime compensation," said Cynthia Watson, regional administrator for the Wage and Hour Division in the Southwest.

- [Read the News Release](#)

Louisiana Food Processor Faulted for Hazard Involving Carbon Dioxide

Acadian Fine Foods LLC was cited by the Occupational Safety and Health Administration for 16 safety and health violation following a referral inspection that began last December at the Church Point, La., processing plant. The company faces \$121,660 in proposed fines for failing to protect workers from overexposure to carbon dioxide, dangerous machines and other safety hazards. Some of the serious violations included failure to guard moving machine parts; conduct annual inspections of lockout/tagout procedures; properly identify respiratory hazards at the plant; include safety data sheets for carbon dioxide, sanitizer and boiler water treatment; and provide personal protective equipment.

- [Read the News Release](#)

Phoenix Transportation Service Pays Overtime Back Wages

IMA Trans LLC, a transportation provider in Phoenix, has paid \$131,200 in back wages and damages to 94 employees in Phoenix and Tucson, Ariz., for overtime violations. IMA Trans also paid \$24,609 in penalties. An investigation by the Wage and Hour Division established that the employer failed to pay drivers additional time and one-half for hours worked over 40 in a week. The employees routinely were not paid for hours worked during certain dispatch calls and while waiting for patients. Investigators also found record-keeping violations. IMA Trans, under contract with Arizona's Department of Child Safety, provides transportation services for children.

Texas Sawmill Fails to Abate Previous Safety Violations

Gillespie Lumber Ltd. in Nacogdoches, Texas, was cited by the Occupational Safety and Health Administration for 13 violations, including seven for failure-to-abate previous violations from an August 2013 inspection. Investigators found electrical hazards associated with the failure to guard rotating parts, the point of operation on machines, belts, pulleys, chains, sprockets and rotating shafts. These violations were originally cited in an August 2013 inspection under a regional emphasis program on occupational noise exposure. "By failing to fix hazards previously cited,

OFCCP Audit

- [June 25 — Philadelphia, PA](#)

OWCP — Town Hall Meeting to Assist Nuclear Weapons Workers

- [June 24 — Moab, UT](#)
- [June 25 — Moab, UT](#)

WHD — Emphasis on wage requirements for workers under Section 14(c) of the FLSA

- [June 26 — Lafayette, LA](#)
- [June 26 — San Jose, CA](#)

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Gillespie Lumber continues to expose workers to possible injuries from machines that require safety guarding. Failure to protect workers from these hazards is unacceptable," said David Doucet, OSHA's area director in the Houston North Area Office. The proposed penalty is \$125,282.

- [Read the News Release](#)

Cereal Manufacturer Cited for Safety Hazards

California Cereal Products Inc. in Macon, Ga., was cited for nine serious safety and health violations following an inspection by the Occupational Safety and Health Administration. The citations were issued to the cereal manufacturer for the company's failure to provide permanent and temporary workers with training to protect themselves from moving machine parts during servicing and maintenance activities; institute a monitoring and training program for occupational noise exposure to prevent permanent hearing loss; and conduct training for workers required to use powered industrial trucks. The agency began the inspection last December after receiving a complaint. Penalties total \$40,600.

- [Read the News Release](#)

Bus System to Pay \$103,000 in Back Overtime

Alameda Contra Costa Transit has agreed to pay \$103,066 in overtime back wages owed to 20 employees following an investigation by the Wage and Hour Division. The Northern California government transportation agency failed to record and pay for pre-shift and post-shift hours worked. The employer also failed to pay hourly time and one-half for hours worked beyond 40 in a week, as required under the Fair Labor Standards Act.

San Francisco Restaurant Fell Short on Minimum Wage

Lucky River Restaurant has agreed to pay \$285,732 in minimum wage and overtime back wages to eight employees in San Francisco. A Wage and Hour Division investigation found the company failed to pay servers and kitchen staff the federal minimum wage per hour and did not pay correct overtime compensation for hours worked beyond 40 in a workweek. The restaurant also failed to maintain accurate and complete records of hours worked and wages paid.

- [Learn About Recordkeeping Requirements](#)

Las Vegas Wholesale Bakery Failed to Pay Minimum Wage

Majesty Bakeries LLC, a wholesale bakery in Las Vegas, has agreed to pay \$57,369 to 51 employees and an equal amount in liquidated damages following an investigation by the Wage and Hour Division. Investigators found Majesty Bakeries in violation of the minimum wage and overtime provisions under the Fair Labor Standards Act. Majesty's clients include major casinos, restaurants and retailers.

Workers Framing Houses at Florida Job Site Were at Risk of Falling

Sonic Creations Inc. in Destin, Fla., was cited recently by the Occupational Safety and Health Administration for failing to protect workers who were framing houses at the company's job site in Santa Rosa Beach. The company failed to provide fall protection for employees working and walking on elevated surfaces; ensure employees were provided personal protective equipment for the head, eyes and face; and keep the work site free from hazardous debris. An inspection was launched in January after an inspector observed workers not wearing fall protection equipment. Penalties total \$53,020.

- [Read the News Release](#)

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