



BY THE NUMBERS

people who save
FOR
retirement
through work
ARE NEARLY
three times as likely
TO HAVE SAVED AT LEAST
\$50,000

What's New

On Labor Day, 'Fighting Like Heck to Raise the Minimum Wage'

Optimism and opportunity marked Labor Day 2014. In an interview with CNN, U.S. Secretary of Labor Thomas E. Perez pointed out that 13 states and the District of Columbia have raised their minimum wage, a sign that the nation's economy is headed in the right direction.



The administration's push to raise the national minimum from \$7.25 to \$10.10 per hour is resonating across the country, Perez said. "We're fighting like heck to raise the minimum wage," he said, adding that "the more we pick up the pace of growth, the more we put money in peoples' pockets." After the interview, Perez and Joseph A. Main, assistant secretary of labor for mine safety and health, joined President Obama at Laborfest 2014 in Milwaukee, where the president addressed a crowd of about 6,000 at the Henry W. Maier Festival Park. The president praised the city of Los Angeles for raising their minimum wage to \$13.25 per hour by 2017 and encouraged others to take action if Congress won't. In an MSNBC interview, Deputy Secretary of Labor Christopher P. Lu also called for raising the minimum wage and doing more to provide paid leave and workplace flexibilities. "No American worker should work full time and still live in poverty," Lu said. The Sept. 1 activities culminated a series of major addresses and visits with workers and employers by Perez in August on how much more must be done to put opportunity within the reach of all.

- [Visit the Labor Day Website](#)
- [Read the Secretary's Blog Post](#)
- [Watch the MSNBC Interview](#)

Boosting Skills Development in Indianapolis



Preparing workers for high-tech occupations was the focus of the day as Secretary Perez visited Indianapolis on Sept. 3 with Indiana Sen. Joe Donnelly and Rep. André Carson. Perez started the day with a tour of Pike High School, which received a portion of the \$7

(Work in Progress) The Best of Our Blog

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

- [Connecting High School Students With STEM Careers](#): Assistant Director of Toledo Technology Academy David Volk explains the integrated academic and technical education approach that the academy, which Secretary Perez visited on his trip to Indianapolis, takes toward preparing students for careers with in-demand skills and hands-on experience.
- [Ladders of Opportunity: Helping All People Climb on Board](#): Transportation is a critical and underappreciated employment support for American workers, writes Assistant Secretary of Labor for Disability Employment Policy Kathy Martinez in this post about a new partnership with the U.S. Department of Transportation that will invest approximately \$100 million in funds to help communities nationwide modernize and expand transit bus service in order to better link people with employment and training opportunities, as well as other vital services, including health care.
- [For Labor Day, Work Through This List](#): In honor of Labor Day, and in honor of the working men and women the holiday honors, the department has added 10 new books — suggested via public submissions by ordinary working people — to our ongoing list of "Books that Shaped Work in America," which Carl Fillichio, head of the Office

of Public Affairs, introduces to readers in this post.



This week's term is WIOA. The Workforce Innovation and Opportunity Act is modernizing federal job-training programs and ensuring job seekers and employers have access to the employment, training and information services to keep them competitive in the 21st century economy.

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

Minimum Wage Focus in Maine



While back in her home state of Maine on Labor Day, Wage and Hour Division Deputy Administrator Laura Fortman honored America's hardworking,

low-wage workers by calling for an increase in the national minimum wage. "Nearly 135,000 workers in Maine would benefit from President Obama's proposal to raise the national minimum wage to \$10.10 per hour, and 28 million workers nationwide would benefit," Fortman told a gathering at the Western Maine Labor Council's 8th annual Labor Day community barbecue in Lewiston. "President Obama's opportunity agenda is about rewarding hard work and responsibility with a fair wage," said Fortman.

Workforce Systems That Work

The California Workforce Association hosted its Meeting of the Minds conference in Monterey, Calif., from Sept. 2-4. Portia Wu, assistant secretary of labor for employment and training, traveled to California to participate in the conference to discuss the implementation of the recently passed Workforce Innovation and Opportunity Act. She talked about the key components of the new law and their implications for state, regional and local workforce development systems. Wu discussed how implementing the president's Job Driven Agenda and WIOA will require state and regional leadership to do both technically well, but also as an opportunity to create workforce systems that work for all of our customers.

Alliance for Immigrant Workers

An alliance has been formed between the Heartland Workers

million in Youth CareerConnect grants awarded to the city's Metropolitan School District. The funding is helping Pike partner with Ivy Tech Community Colleges and EmployIndy — the local workforce development organization — to help students gain industry-recognized credentials and prepare for college and careers. Perez told the group that he is "committed to creating and expanding opportunity, because whether you're a student, a worker, or an employer, your zip code should not determine your destiny." Students at the school are receiving high-tech training in biomedical science, robotics, engineering and other science and technology fields. Over a slice of pizza, Perez, Donnelly and Carson met with Walsh Construction Co. workers at a local infrastructure site to discuss how teamwork leads to a safer workplace. They ended their tour of Indianapolis working alongside employees of Allison Transmission. A worker at Allison told the secretary that the high-skill training he received led him to a job that pays \$33 per hour.

- [Learn About Youth CareerConnect](#)
- [Learn About Apprenticeship](#)

Promoting Collaboration in Job Training in Maryland

Maryland education and job training leaders came together for a workforce development forum held at the Universities of Shady Grove in Gaithersburg, Md. Secretary Perez participated in the forum, along with Rep. John Delaney, Dr. Stewart Edelman, executive director of The Universities at Shady Grove, and Dr. DeRionne Pollard, president of Montgomery College, along with approximately 100 workforce leaders and university students. Perez discussed how the department is transforming job training for the 21st century. He cited the recent bipartisan passage of the Workforce Innovation and Opportunity Act as a major step in promoting job-driven training. He also highlighted President Obama's goal to double the number of apprenticeships over the next five years as a key component to ensuring workers are prepared for the jobs employers are trying to fill. Ensuring that training is accessible to all people, particularly those with barriers to employment, is another key priority for this administration. "We can't afford to have anyone sitting on the bench. America can only thrive if we're fielding a full team," said Perez.



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- [Learn About WIOA](#)

International Scene

Funds Available for Impact Evaluations on Child Labor Programs

To increase the collective knowledge base about successful approaches to combatting child labor and forced labor, the Bureau for International Labor Affairs has announced \$10 million in funding for impact evaluations of international programs that address child labor or forced labor. The competitive solicitation bid seeks organizations that use randomized control trials to evaluate programs that may directly or indirectly improve the lives of victims of child labor or forced labor. The understanding gained through these trials is intended to inform developers and implementers of programs and government policies that seek to reduce child labor and forced labor.

- [Read the News Release](#)



Center of Omaha and the Occupational Safety and Health Administration to provide staff, immigrant workers and others with education, guidance and access to training resources on protecting worker health and safety. The alliance is designed to promote a better understanding of workers' rights, including the use of the OSHA complaint process, and employers' responsibilities under the Occupational Safety and Health Act. Safety and health training also will be provided in Spanish. "This alliance reflects a commitment to the safety of all employees in the Omaha area, including vulnerable populations like immigrant workers," said OSHA area director Bonita Wingham.

- [Read the News Release](#)

Manufacturing and Women



Leaders representing manufacturing companies, state and federal government, educational institutions and community-based organizations met at

the New Haven Connecticut Chamber of Commerce on Aug. 27 in New Haven, Conn. The roundtable discussion focused on the need for more women business owners and more women in advanced manufacturing positions. Co-hosted by the Women's Bureau and the New Haven Manufacturers Association, facilitators included Jerry Clupper, NHMA executive director, and Jacqueline Cooke, Women's Bureau regional administrator. Also in attendance was Sen. Chris Murphy, who highlighted the newly enacted Workforce Innovation and Opportunity Act and recognized the STEM Academy for middle school students in Monroe, Conn., as a worthwhile program that engages students in science, technology, engineering and mathematics and manufacturing at a young age.

Breaking Down Barriers

With the goal of identifying issues that women in the region face in the transportation industry, the Women's Bureau continued their outreach on this issue, hosting a roundtable in Kansas City, Mo., on Aug. 27. During the "Women in Transportation" roundtable, representatives from local organizations — including Public Works of Kansas City and K.C. Area Transportation Authority — discussed challenges that exist for women considering employment in the industry. The discussion concluded by addressing how these barriers could be reduced. The group identified the need for more role models, dispelling stereotypes and better outreach programs for young women. "These local conversations are critically important to helping groups identify solutions to the challenges that exist for women"

News You Can Use

Website Recognizes ERISA's Remarkable Impact

Retirement and health benefits deserve special protection. On Sept. 2, 1974, President Gerald Ford recognized this by signing the Employee Retirement Income Security Act. Forty years later, the Employee Benefits Security Agency acknowledged the anniversary of that groundbreaking law by launching a website highlighting ERISA's historic and lasting impact.

"Today, people take as given that they have these protections, but that wasn't always the case," said Assistant Secretary of Labor for Employee Benefits Security Phyllis C. Borzi. "When you think about all the things ERISA has done to protect people, it's really remarkable."

- [Visit the ERISA Website](#)
- [Read the Blog Post](#)

DOL Working for You

Free Safety Consultations Help Small Business in Texas

For Walter Plitt, president & CEO of Plitt Crane & Rigging in Brownsville, Texas, employees are like family, and keeping them safe in the workplace is his job. That's where the Occupational Safety and Health Administration's free On-site Consultation Services program has been instrumental in helping reduce and avoid worker injuries, which, according to Plitt, is just good business.

"The OSHCON program is one of the greatest assets to small businesses. It's a proactive way for a small business shop like mine to look at various ways to keep workers safe," said Plitt, whose company provides crane, rigging and mechanical services to South Texas and Northern Mexico manufacturers. In business since 1979, Plitt employs 14 workers and reported one injury in 2010. With the help of the consultation program, no injuries have been reported since 2011. "We have safety meetings before we start a project just to make sure safety is always first," said Plitt.

- [Learn About OSHA's Consultation Services](#)



Around DOL

Ongoing Commitments to Whistleblower Protection

Protecting whistleblowers is a responsibility the Occupational Safety and Health Administration takes very seriously. In an address to the Whistleblower Protection Advisory Committee, Dr. David Michaels, assistant secretary of labor for occupational safety and health, reinforced this commitment by highlighting OSHA's whistleblower program accomplishments. From 2009 through June 30, 2014, OSHA issued 3,726 merit determinations, recovering more than \$119 million in damages for whistleblower complainants, and reinstated 389 whistleblowers to their positions. The Advisory Committee, which meets at least twice annually, advises, consults and makes recommendations to the secretary of labor and the assistant secretary for occupational safety and health on ways to improve the fairness, efficiency, effectiveness and transparency of OSHA's administration of whistleblower protections.

- [Read the Speech](#)
- [Learn About WPAC](#)

said Grace Protos, acting regional administrator.

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

Assisting Hispanics in Idaho

The Employment, Education and Outreach Alliance, a collaboration involving government agencies, consulates and worker rights organizations, officially marked its expansion into Idaho with a ceremony at the Mexican Consulate in Boise on Aug. 25. EMPLEO partners signed an agreement aimed at empowering the Hispanic community by providing education about rights in the workplace. In addition to the Wage and Hour Division, other partners include the Mexican Consulate, the Occupational Safety and Health Administration, Idaho Commission on Hispanic Affairs, nonprofit and faith-based organizations and labor advocates, such as the Idaho Community Action Network, Community Council of Idaho, Idaho State AFL-CIO and Grace Episcopal Church.



Nuclear Worker Claims

Current and former nuclear weapons workers met with representatives from the Division of Energy Employees Occupational Illness Program at an open house in Richland, Wash., and at town hall meetings in Spokane on Aug. 26 and 27, respectively. Co-hosted by the Joint Outreach Task Group, the meetings notified current and former workers at two covered facilities in Richland about the benefits available to them under the Energy Employees Occupational Illness Compensation Program Act. More than 200 individuals attended the meetings, and DEEOIC representatives spoke with at least 50 individuals about either their existing EEOICPA claim or filing a new claim. To date, \$875 million in EEOICPA compensation and medical benefits has been paid to 7,972 individuals living in Washington State, and \$10.7 billion has been paid nationwide.

- [Learn More About EEOICPA](#)
- [Learn More About the JOTG](#)

Weekly UI Claims

The department reported that the advance figure for seasonally adjusted initial Unemployment Insurance claims was 302,000 for the week ending Aug. 30, an increase of 4,000 from the previous week's unrevised level. The four-week moving average was 302,750, up 3,000 from the previous week's unrevised average.

- [Read the News Release](#)

Upcoming Deadlines & Events

[Open Funding Opportunities](#)

EBSA — Get Prepared to Make

Art History for Labor Day

The history of Labor Day and the celebration of working people are closer than you imagine. It's right here at the Frances Perkins Building in Washington, D.C.

Wyatt Goolsby, a reporter with Eternal World Television Network News Nightly, recently got a first-hand look at the department's rich history as he

toured the murals on the first floor. The murals "glorify work in a unique way in a moment in time, and you are brought into that in an extraordinary way when you look at them," said Carl Fillichio, who heads the department's Office of Public Affairs. The murals depict the history of America from the 17th through the 20th centuries and were restored in 2012.

- [Watch EWTN's Labor Day Report](#)
- [Visit the Labor Day Website](#)
- [Learn About the Murals](#)



DOL in Action

Sex Discrimination Case Settled; 1,300 Women to Share \$475,000

Great Plains Coca-Cola Bottling Co. has agreed to pay \$475,000 in back wages and interest to settle allegations of sex discrimination involving 1,293 female job seekers. The conciliation agreement follows an investigation by the Office of Federal Contract Compliance Programs, in which investigators determined that the company unfairly rejected these qualified women for positions at the company's bottling and distribution facility in Oklahoma City. "We cannot build a 21st century workforce by leaving more than half our people behind," said OFCCP Director Patricia A. Shiu. "It is past time for employers to recognize that skills, not sex, should be the determining factor in who gets the job."

- [Read the News Release](#)

Worker Fatally Injured at Illinois Recycling Plant

Following the death of a worker at Behr Iron & Steel Inc.'s recycling facility in South Beloit, Ill., the Occupational Safety and Health Administration has cited the company for seven willful and one serious safety violations. The company operates under the name Behr Iron & Metal. The worker, a 37-year old Hispanic immigrant, suffered multiple injuries after his arm was caught in a conveyor belt at the scrap metal shredding and sorting facility on March 10. At least three other workers were also exposed to the same hazards. "For this family, the American dream is now a nightmare. Behr Iron & Steel needs to be held accountable for its history of failing to protect their workforce," said Dr. David Michaels, assistant secretary of labor for occupational safety and health.

- [Read the News Release](#)

Oklahoma Employer Exposed Workers to a Cancer-Causing Hazard

For exposing workers to cancer-causing health hazards by inhaling, absorbing and ingesting hexavalent chromium, an Oklahoma company is being cited by the Occupational Safety and Health Administration. Pride Plating Inc. received 38 violations with proposed penalties totaling \$341,550. Nine repeat violations were mainly cited for chromium violations, including failure to provide safe personal protective equipment for workers exposed to chromium; demarcate regulated areas where chromium was sprayed; prevent ingestion of food and drinks and absorption of cigarettes

Timely Decisions for Your Retirement Webcast

- [September 9 — Washington, DC](#)

EBSA — Health Benefits Laws Compliance Assistance Seminar

- [September 9 — Los Angeles, CA](#)
- [September 10 — Los Angeles, CA](#)

OFCCP — Compliance Assistance for New and/or Small Contractors

- [September 16 — Birmingham, AL](#)
- [September 16 — Jackson, MS](#)

OFCCP — Construction 16 EEO & Affirmative Action Requirements

- [September 23 — Atlanta, GA](#)

OFCCP — Introduction to the New Section 503 of the Rehabilitation Act Regulations

- [September 18 — Portland, OR](#)

OFCCP — Introduction to the New VEVRAA Regulations

- [September 17 — Columbia, SC](#)
- [September 18 — Portland, OR](#)

OFCCP — Opening Doorways to Diversity

- [September 24 — Dallas, TX](#)

OFCCP — Open House/Networking Event

- [September 9 — Houston, TX](#)

OFCCP — Section 503 and VEVRAA Regulations Update

- [September 11 — Dallas, TX](#)

OFCCP — Seminar for Federal Contractors "The New VEVRAA Regulations"

- [September 10 — Orange, CA](#)

OFCCP — What to Expect During an OFCCP Audit

- [September 16 — Atlanta, GA](#)

OLMS — Compliance Assistance Seminar

- [September 18 — Madison Heights, MI](#)

OLMS — Trustee Workshop

- [September 17 — Madison Heights, MI](#)

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in chromium-regulated areas; and properly train workers exposed to the facility's chromium, caustics and corrosives.

- [Read the News Release](#)

No Cave-in Protection for Workers at Construction Site in Chicago

B & T Underground Inc., based in North Riverside, Ill., exposed workers to cave-in hazards and has been cited for one willful, two serious and four repeat safety violations by the Occupational Safety and Health Administration. OSHA opened the inspection in March after observing employees working in an unprotected trench at a residential home under construction. Proposed penalties total \$76,340. "B & T Underground has demonstrated a continuous lack of commitment to worker safety by failing to use the many forms of cave-in protection available to them," said Angeline Loftus, OSHA's area director for Chicago North.

- [Read the News Release](#)

Railway Company Must Pay Damages to Disciplined Worker

BNSF Railway Co. has been found in violation of the Federal Railroad Safety Act by the Occupational Safety and Health Administration for disciplining an employee at its Kansas City, Mo., Murray Yard complex. The employee had followed a physician's treatment plan and taken leave for a personal illness. The company has been ordered to pay the conductor \$12,000 in damages, remove disciplinary information from the employee's personnel record and provide whistleblower rights information to its employees. "It is illegal to discipline an employee for following doctor's orders," said Marcia P. Drumm, OSHA's acting regional administrator in Kansas City. The company had accused the employee of violating its attendance policy and subsequently disciplined the employee.

- [Read the News Release](#)

Fertilizer Plant Faces Penalty in Fatal Fall of Worker

Following the death of a 73-year-old worker who sustained fatal injuries from falling while loading a tanker truck, Farmers Cooperative has been cited by the Occupational Safety and Health Administration for one repeat and two serious safety violations at its McCool Junction, Neb., fertilizer plant. The incident occurred on May 7, and the worker died from his injuries nearly a week later. "Farmers Cooperative failed to implement the basic fall prevention steps that could have prevented this senseless tragedy," said Bonita Winingham, OSHA's area director in Omaha. Fines totaling \$84,000 have been proposed.

- [Read the News Release](#)

Georgia Parts Manufacturer Fails to Correct Workplace Hazards

Truss Components of Atlanta Inc. was cited for one failure-to-abate, five repeat and two serious safety and health violations by the Occupational Safety and Health Administration following a February inspection at the company's facility in Conyers, Ga. The citations were issued for failing to establish a hearing test program for workers exposed to high noise levels, develop and implement a hazard communication program, and not identifying pedestrian walkways in areas where industrial trucks operated. Additionally, the employer exposed workers to fire and explosion hazards because of combustible wood dust accumulation. The agency initiated the inspection as a follow-up to a November 2013 inspection. Proposed penalties total \$92,851.

- [Read the News Release](#)

Connecticut Landscaping Company Violated Worker Visa Program

Ultimate Services Professional Grounds Management Inc., a Wolcott landscaping company, will pay \$280,000 in back wages to 80 workers and

Tweets

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1h

At 11:30am ET I'll be taking your q's on today's [#JobsReport](#) in a live [#FB](#) chat w/ [@CNNMoney](#). Ask your questions here on.fb.me/1tyHrn5

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RT [@LaborSec](#): 3 things you should know about the August [#JobsReport](#): social.dol.gov/blog/?p=14647 pic.twitter.com/pyrW0yd0KV

nine job applicants and \$20,000 in civil penalties for violations of provisions of the H-2B temporary visa program during the 2011 and 2012 hiring seasons. Investigators from the Wage and Hour Division determined that the company did not employ most of the U.S. workers listed as "hired" on its recruitment records and failed to pay its H-2B employees the required prevailing wage rate. The H-2B program allows employers to bring in foreign workers on a temporary basis to perform work only when no U.S. workers are able, willing, qualified and available to do the work and when the employment of H-2B workers does not adversely affect the wages and working conditions of similarly employed U.S. workers. The program also requires employers to take proactive efforts to recruit and hire U.S. workers first.

- [Read the News Release](#)
- [Learn About the H-2B Program](#)

Louisiana Car Park Company Settles Discrimination Case
Central Parking System of Louisiana Inc. has agreed to pay \$275,000 in back wages and interest to settle allegations of placement and hiring discrimination affecting 104 women and 91 African Americans who were rejected as valets at the company's New Orleans location. This action followed an investigation by the Office of Federal Contract Compliance Programs. The investigation found that qualified African Americans, who applied for jobs as valets between 2007 and 2009, were hired at a significantly lower rate than similarly situated applicants of other races. Simultaneously, qualified women who applied for these positions were steered into cashier positions, which do not earn tips, leading to lower earnings compared with men hired into the valet positions. "Outdated notions about race and gender don't belong in any workplace, even when those workplaces are parking garages," said OFCCP Southwest and Rocky Mountain Regional Director Melissa L. Speer.

- [Read the News Release](#)

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