



WINNER OF 2014 AVA DIGITAL GOLD AWARD

BY THE NUMBERS

What's New

Power of Partnerships on Display for College Grantees

Community college leaders from across the country gathered in Northern Virginia Nov. 3-5 to learn from education experts, their peers and a few special guests about the best ways to design programs to take advantage of the administration's unprecedented investment in the community college system. The



350 attendees represented winners of rounds two and three of the Trade Adjustment Assistance Community College Career Training initiative, which has invested nearly \$2 billion since 2011. U.S. Secretary of Labor Thomas E. Perez opened the event, saying, "These grants aren't about tinkering around the edges; your programs are transforming skills training and changing people's lives. Together, we're building a skills infrastructure with on and off ramps, knowing that life is full of ups and downs... but the destination for everyone involved is a stronger middle class." Throughout the event, attendees participated in breakout sessions to learn what has worked well for previous grantees and their employer partners, hear from outside evaluators about the best way to scale and sustain programs, and get helpful hints from grant officers about what to expect as federal grantees. To close out the event, Dr. Jill Biden, a champion of educators and full-time community college professor, told the grantees, "There is tremendous opportunity in what you are all doing and it extends well beyond the classroom. We all succeed when our students and workers succeed. And we all reap the benefits when our citizens are well-educated and well-trained. It means that our economies are more vibrant and that our future is brighter."

'When Women Succeed, America Succeeds'



"When women succeed, America succeeds," President Obama said in remarks at Rhode Island College in Providence, where he was joined by Secretary Perez. The Oct. 31 address by the president stressed the importance of policies that ensure economic opportunity for women and working families.

Rhode Island leads the way on paid leave, and the president encouraged other states to take action, saying: "Without paid leave when a new baby arrives or an aging parent needs help, workers have to make painful

60%
OF
working mothers
who stay home
with a sick child
lose pay
doing so

(Work in Progress) The Best of Our Blog

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

- [Not Just for Sorcerers and Blacksmiths](#): A lot of people hear "apprenticeship" and think construction worker, electrician or plumber. Those apprenticeship programs remain important, but we need to think bigger, writes Secretary Perez.
- [The Good Jobs Strategy](#): During a roundtable discussion with Secretary Perez, Dr. Zeynep Ton discusses how paying a living wage and investing in training are two decisions that are building successful, high-profile businesses across America. Principal Deputy Assistant Secretary for Policy and Senior Advisor Mary Beth Maxwell explains how this principle echoes the Labor Department's mission to provide good jobs for more people.
- [Strategic Enforcement to Maximize Impact](#): We need to create ripple effects that impact compliance far beyond the workplaces where we physically conduct investigations, writes Dr. David Weil, administrator of the Wage and Hour Division.

ERISA Council Readies Proposals

It is easy to take retirement and health-care protections for granted, but before the



Employee Retirement Income Security Act of 1974, many workers

lost pensions and had no way to get them back. Secretary Perez recalled that history at the last 2014 meeting of the ERISA Advisory Council on Nov. 4. One thing that no one takes for granted, he stated, is the advice of the council. "We would be foolish not to avail ourselves of the remarkable expertise you bring to bear," Perez told the group as he thanked them, particularly the outgoing members, for volunteering their time and talent. Members of the council then briefed the secretary on their preliminary findings in the areas of Outsourcing Employee Benefit Plan Services, Facilitating Lifetime Plan Participation, and Pharmacy Benefit Manager Compensation and Fee disclosure. Formal recommendations on each topic will be published by the council early next year. Perez was preceded by Assistant Secretary of Labor for Employee Benefits Security Phyllis C. Borzi, who reminded the group that open enrollment for Affordable Care Act health coverage begins on Nov. 15.

- [Learn About the ERISA Council](#)

Focus on Disability Employment

About 350 employers, service providers, people with disabilities and family members gathered near Boston on Oct. 30 to discuss strategies for increasing



the employment of Massachusetts residents with disabilities. The event, held to mark National Disability Employment Awareness Month, was organized by Work Without Limits, a network of employers and others committed to positioning Massachusetts as the first state where the employment rate of people with disabilities equals that of the general population. "Like you, we believe the road to change is to focus on the positive, to emphasize what all people — including people with disabilities — can do," said Assistant Secretary of Labor for Disability Employment Policy Kathy Martinez. The event also marked the end of NDEAM, which is observed every October. "Although NDEAM is technically over, I encourage employers and employees across the country to continue to work towards more inclusive workplaces every month, and every day of the year," said Martinez.

Labor Trafficking Report

A new report by the Urban Institute and Northeastern University on labor trafficking in major U.S. industries was released on Oct. 21. Laura Fortman, Wage and Hour Division deputy administrator, joined a panel in Washington, D.C., on Oct. 30, to discuss the report's findings. Fortman highlighted the work that the division

decisions about whether they can afford to be there when their families need them the most. Many women can't even get a paid day off to give birth to their child. It's ridiculous. And dads should be able to be there, too. So let's make this happen, for women and for men, and make our economy stronger." Currently, the United States is the only industrialized country without any form of national paid leave. Before the president's address, the secretary joined him for a roundtable on how workplaces can support working families. Since Banneker Industries began providing paid leave for employees, the company's CEO, Cheryl Snead, said she has seen an increase in morale, productivity and employee retention. On Nov. 4, Massachusetts voters supported a ballot initiative that will guarantee paid leave in the state. Four states and more than a dozen localities have passed paid leave laws in recent years.

- [Read More on Paid Leave](#)

National News

Higher Minimum Wage Initiative Gains Momentum

Strong public approval for a higher minimum wage was demonstrated when voters cast their ballots on Nov. 4. In Alaska, Arkansas, Nebraska and South Dakota, voters overwhelmingly approved measures to raise their states' minimum wages, which will benefit approximately



328,000 workers. In Illinois, voters passed a non-binding measure urging state lawmakers to increase the wage. Secretary Perez said that voters have sent a message. "Now it's time for Congress to follow the lead of the people they're elected to represent. It's time to pass \$10.10 for workers across the country," he said. In Massachusetts, voters approved a paid sick leave policy entitling many workers to earn up to 40 hours of paid sick time. It means workers will no longer have to decide whether to go to work when they are ill, or stay home and risk lost pay or being fired.

- [Read the Blog Post](#)

Protecting Workers From Ebola

New and updated guidelines to protect health care workers from the Ebola virus are available on the Occupational Safety and Health Administration's website. The guidelines are from the Centers for Disease Control and Prevention and the National Institute for Occupational Safety and Health. The OSHA web page also lists guidelines for workers in other industries who might be exposed, including airline cabin crews, laboratory and mortuary employees. Other materials include information on infection prevention and control, procedures for putting on and removing personal protective equipment, and information for emergency medical responders and 911 operators. OSHA has deployed officials around the country to monitor the situation closely and provide employers and workers with the most up-to-date information on how to protect themselves from Ebola-related hazards in the workplace.

- [Visit the OSHA Ebola Website](#)
- [Learn About CDC Guidelines](#)
- [Learn About NIOSH Guidelines](#)

Wage Violations Found in Southern California Garment

does enforcing labor laws for 135 million covered workers in 7.3 million establishments across the country. "Everyone should be paid a fair day's pay for a fair day's work," she said, noting that the division's investigators are trained to identify potential trafficking cases in the course of their regular workplace investigations, and refer cases to the appropriate law enforcement agencies.

Fortman also noted that, under Secretary Perez, the department is working to enhance its ability to detect and refer cases of human labor trafficking.

- [Read the Report](#)
- [Watch the Panel Discussion](#)

Michigan 'Work Sharing' Grant

Businesses in Michigan will have a new tool at their disposal to help prevent layoffs during tough economic times because of a \$2.8 million grant from the department. The funding, awarded on Nov. 6, will help Michigan develop a short-time compensation program, often known as work-sharing. Short-time compensation allows employers to temporarily reduce work hours for a group of employees as an alternative to layoffs. Affected workers will have a portion of their lost wages supplemented by a percentage of their available unemployment compensation benefits. This program allows employees to retain their jobs — and benefits — while companies maintain a skilled workforce. Federal financial incentives for states interested in developing or expanding similar programs are available.

- [Read the News Release](#)
- [Learn About Short-Term Compensation](#)

Help for Grocery Layoffs

The department awarded an additional \$88,000 on Nov. 6 to the Minnesota Department of Employment and Economic Development to support workers impacted by layoffs at three SUPERVALU facilities in the state. The grant will allow the state to continue providing re-employment services, such as assistance with the job search process, to eligible participants who are seeking re-employment. It also will support participants already in on-the-job training programs to finish their re-employment services. "This grant has successfully helped many individuals find employment following these layoffs, and we are pleased to provide additional assistance to continue this effort," said Portia Wu, assistant secretary of labor for employment and training.

- [Read the News Release](#)

Dialogue on Equal Pay



To raise awareness about equal pay and internal compensation practices, Women's Bureau program analyst Ana Victoria Fortes joined Pacific Gas &

Industry

Widespread labor violations in the Southern California garment industry are costing workers millions of dollars a year in wages. During fiscal year 2014, the Wage and Hour Division conducted 221 investigations of employers in the industry, almost all in and around Los Angeles, and found \$3,004,085 in unpaid wages for 1,549 workers. That amounted to an average of \$1,900 per worker, which is five times the amount a typical sewing machine operator earns in a week. "Fierce competition in the garment industry leads many contract shops to lower the cost of their services, frequently at the expense of workers' wages," said Dr. David Weil, administrator for the Wage and Hour Division. "When workers don't receive the wages to which they are legally entitled, they can't afford the basics like food, rent and child care."

- [Read the News Release](#)

International Scene

Partnership Agreements Renewed on Workplace Rights



Ambassadors representing the countries of Mexico, the Dominican Republic, El Salvador, Nicaragua and Costa Rica joined Secretary Perez on Nov. 6 at the department's headquarters to renew partnership agreements on workplace rights. Under the agreements, the Wage and Hour

Division and the Occupational Safety and Health Administration will continue to collaborate with embassies and consulates to provide information about U.S. labor laws on safety, health, wages and working hours for nationals from these countries. "This ceremony represents our commitment to making sure workers from these nations are able to exercise their labor rights freely and enjoy the opportunities provided by our economy," said Perez.

- [Read the News Release](#)

Promoting a Fair International Playing Field

The Center for Strategic and International Studies hosted a discussion entitled, "Promoting Labor Rights and Leveling the International Playing Field," on Oct. 30 in Washington, D.C. Deputy Undersecretary of Labor for International Labor Affairs Carol Pier participated; the moderator was Daniel F. Runde,



the William A. Schreyer Chair in Global Analysis for CSIS. Pier provided an overview of the work of ILAB's three offices, which conduct research; manage projects; provide technical assistance; and liaise with international organizations, civil society and governments in order to promote the enforcement of international labor standards and reduce child labor and forced labor around the world. The event concluded with a question-and-answer session with audience members, during which Pier highlighted the importance of working collectively with stakeholders to affect positive change through the international labor rights movement.

- [Learn About ILAB](#)
- [Watch the Video](#)

Electric Co.'s Women's Network Employee Resource Group on a panel in San Francisco. Fortes presented information about women's economic status with an emphasis on women in the utilities industry, outlined factors that contribute to the wage gap, and offered solutions to addressing the wage gap to an audience of more than 60. After the Oct. 29 presentation, attendees engaged the panel in an open dialogue on compensation practices, career development and negotiation strategies to debunk company myths about women's career advancement.

Advice for Job Seekers

Landing a job is what happens when preparation meets opportunity. Labor Department staff imparted that lesson to undergraduates from



their alma mater, Miami University in Ohio, who visited the department's headquarters on Nov. 4. The students were in the nation's capital to learn about pathways to careers in and related to the federal government. Whether it's education, training, extracurricular activities, part-time employment or an internship, a job candidate must lean on their knowledge, experience and skills to impress when the door finally opens for a job opportunity. "You might have to rely on personal connections to learn about a job opening, but you still have to be able to prove yourself when the time comes," said press officer Jason Surbey. Congressional liaison Michelle Rose told the students that they might hit rough patches along the way in a job search, but to remain focused. "Know what you want to do," she said. "The jobs and opportunities will follow."

Out & Equal Summit

The 16th annual Out & Equal Workplace Summit drew an audience of more than 2,500 individuals dedicated to achieving lesbian, gay, bisexual and transgender workplace equality. Assistant Secretary of Labor for Disability Employment Policy Kathy Martinez spoke at the summit in San Francisco on Nov. 5, noting that "this region was not only central to the LGBT rights movement, but also the disability rights movement — two worlds that I'm proud to be a part of, and two worlds that are more alike than you might think." Her remarks focused on early collaborations between the LGBT and disability rights communities, and recent efforts by the department and the administration to further civil rights for both. "We look forward to creating more opportunities for all of us to take pride in who we are," said Martinez.

• [Learn About ODEP](#)

Equal Pay Comment Extension

No need to rush — the department has extended the comment period for its proposed rule requiring federal contractors and subcontractors to submit

News You Can Use

Web Application to Expedite Claims Process for Federal Contractors

Longshore and harbor workers toil every day to build ships and deliver imported goods to American families, helping to drive the U.S. economy. And federal contractors working overseas provide essential support to the military and members of the Foreign Service abroad. When these workers are injured in the line of duty, they rely on the Office of Workers' Compensation Programs, Division of Longshore and Harbor Workers' Compensation to protect their rights and ensure they are receiving all legally-afforded benefits. Recently, OWCP announced the launch of the Secure Electronic Access Portal (SEAPortal), a web-based application that provides these workers the ability to instantly communicate with their OWCP claims examiner, eliminates delays and costs associated with traditional submission methods, and allows for tracking a document's delivery status. The SEAPortal will be an important tool to expedite benefit delivery to deserving injured workers.

- [Navigate the SEAPortal](#)
- [Learn About DLHWC](#)

Around DOL

Watch 'Salute to Veterans' Live — On Monday

In keeping with tradition, the Veterans' Employment and Training Service will host its annual "Salute to Veterans" from 1 p.m. to 2 p.m. EST on Nov. 10. Secretary Perez will provide keynote remarks, along with Assistant Secretary of Labor for Veterans' Employment and Training Keith Kelly. This year, the department will highlight women veterans in science, engineering, technology and mathematics occupations. Dr. Nancy Glowacki, VETS women veterans program manager, will lead a discussion about strategies for training more women veterans for these fields, where women are typically underrepresented. The discussion is intended to spread awareness of STEM-related opportunities and honor the trailblazing veterans who are leading the charge toward equality in well-paying careers. The event will be webcast live.

- [Watch the Webcast](#)

DOL Working for You

Veteran Who Filed Complaint Receives Back Wages

After William Ellington filed a complaint alleging discrimination with the Office of Federal Contract Compliance Programs, the 53-year-old was dismissed from his job at Akal Security Inc. in Dayton, Ohio. Ellington, a 21-year veteran of the U.S. Air Force, had worked for the company for three years when he was placed on unpaid leave during an investigation and subsequently dismissed in May 2013. In his complaint, Ellington, the only African-American security guard at his location, alleged that he was disciplined for minor infractions while his fellow security guards were not. Following an investigation by OFCCP, which upheld Ellington's allegation that he was retaliated against for filing the complaint, Akal Security agreed in July to pay him \$54,424 in back wages and interest. The company also agreed to provide training and review its equal employment opportunity obligations and non-retaliation



an annual Equal Pay Report on employee compensation. The proposal would apply to companies that file EEO-1 reports, have more than 100 employees, and hold federal contracts or subcontracts worth \$50,000 or more for at least 30 days. Through the report, the Office of Federal Contract Compliance Programs would be able to collect summary employee pay and demographic data using existing government reporting frameworks. The new deadline to submit comments is Jan. 5.

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

Safety Partnership in Illinois



Holder Construction Co. and the Occupational Safety and Health Administration have established a strategic partnership to protect

and educate workers on common construction hazards during the building of the DuPont CH2 Data Center project in Elk Grove Village, Ill. "Our focus is to forge a working relationship that will prevent serious workplace construction hazards and establish a foundation for the development of an effective safety and health program at the site," said Angie Loftus, OSHA's area director for the Chicago North Office in Des Plaines.

- [Read the News Release](#)

Roundtable for Women

Female business owners, nonprofit organization leaders and academic professionals in the Fitchburg, Mass., community came together for a roundtable to discuss challenges, experiences and ideas for improving the lives of working women and their families. Women's Bureau Regional Administrator Jackie Cooke spoke on the need for equal pay, pay transparency, paid leave, and quality and affordable child care at the event, which was led by Rep. Niki Tsongas. Other speakers included Fitchburg Mayor Lisa Wong and state Sen. Jennifer Flanagan. The Oct. 30 session was held at Fitchburg State University.

- [Learn About Resources for Women](#)

Aid for New Mexico Workers

Traveling resource centers hosted by the Office of Workers Compensation Programs, Division of Energy Employees Occupational Illness Compensation, will be on site in Albuquerque and Los Alamos, New Mexico, during the month of November. Current and former nuclear weapons workers who have been diagnosed with ailments such as cancer, beryllium disease or silicosis, or exposed to toxic substances at one of 18 different covered facilities in New Mexico will be able to get information about how to file claims or receive updates on claims. To date, \$1.38 billion in EEOICPA compensation and medical benefits has been paid to 12,463 claimants living in New

polices with its managers and supervisors. "I would not have gotten anywhere in my claims without the assistance of the Labor Department," Ellington said. "I tried to resolve this issue with the company, but wasn't successful. The ball got rolling when the Labor Department got involved." Akal Security is headquartered in Espanola, N.M., and provides security for federal and bankruptcy courthouses.

DOL in Action

Circus Cited in Connection with Performers' Catastrophic Fall

A "Hair Hang Act" performance during a Ringling Bros. and Barnum & Bailey Circus show on May 4 in Providence, R.I., took a disastrous turn when the apparatus the performers were hanging from suddenly fell to the ground. An investigation by the Occupational Safety and Health Administration found that the carabiner (a fall protection device) used to support the performers failed from being improperly loaded in violation of industry practice and the manufacturer's instructions. Eight performers fell more than 15 feet to the ground and sustained serious injuries, and some struck a ninth employee working on the ground. As a result of its findings, OSHA cited Feld Entertainment Inc., doing business as Ringling Bros. and Barnum & Bailey Circus, for one serious safety violation with a proposed penalty of \$7,000, the maximum fine allowed by law.

- [Read the News Release](#)
- [Read the Citation](#)

Media Conglomerate Repays Nearly \$2 Million in Health Benefits

Cox Enterprises Inc., a Georgia-based media conglomerate and owner of Cox Communications, voluntarily restored \$1,986,918 to 4,564 participants whose adult preventative care service claims had been denied due to annual dollar limitations in 2011, 2012 and 2013. Under the Affordable Care Act, companies are prohibited from placing annual limits on essential health benefits, such as preventative care. The voluntary correction was the result of an investigation conducted by the Employee Benefits Security Administration's Atlanta Regional Office.

- [Read the News Release](#)

Combustible Dust Found at Illinois Cornstarch Processing Facility

Workers were exposed to combustible cornstarch dust, dust particles in excess of permissible exposure limits and other hazards at Septimus Inc., and the company was cited by the Occupational Safety and Health Administration for 21 serious violations. A complaint prompted the inspection at the Paris, Ill., facility, which processes cornstarch for use in laundry detergent and other products. "Combustible dust can burn rapidly and explode with little warning," said Thomas Bielema, OSHA's area director in Peoria. "OSHA's inspection found that Septimus used potential ignition sources, like forklifts and electrical equipment, in areas where combustible dust was present." The violations carry proposed penalties of \$46,400.

- [Read the News Release](#)

Virginia Union Failed to Properly Count Ballots

The department has entered into a voluntary compliance agreement with American Postal Workers Union Local 199 in Richmond, Va., concerning a challenged election held in April. The Office of Labor-Management Standards investigation concluded that the local failed to properly count the ballots. Local 199 agreed to install a candidate into office who had won more votes than the candidate originally declared the winner.

Masonry Contractor Fails Again on Fall Protection

Mexico, while more than \$10.9 billion has been paid nationwide.

- [Learn About the Resource Centers](#)

Outreach in Hawaii

Members of the Wage and Hour Division met with members of the Hispanic community, representatives of faith-based organizations and civic leaders in



Honolulu on Nov. 3. The meeting explored ways to assist and inform Hispanic workers in Hawaii about their rights under labor laws and a presentation on the Employment Education and Outreach program, an alliance of community and non-governmental organizations that focuses on workplace concerns of Hispanic immigrants. "It is a pleasure to have the Department of Labor's Wage and Hour Division come to meet with all of us after a hard day's work," said the Rev. John Fredy Quintero of Saint John the Baptist Church, where the meeting was held.

Mine Safety Conference

More than 600 mining industry professionals participated in the 9th Annual Southeastern U.S. Mine Safety and Health Conference on Nov. 5-7 in Birmingham, Ala. Among the topics of multiple break-out sessions were hazard awareness training, trends in mine fatalities, serious injury prevention, handling mine emergencies, leadership in safety, the new coal dust standard and behavior-based safety. Assistant Secretary of Labor Joseph A. Main provided an overview of recent accomplishments and current initiatives being undertaken by the Mine Safety and Health Administration, including its emphasis on miner training. To foster improved communication with the training community, MSHA has begun holding quarterly stakeholder conference calls. During the last call alone, more than 300 trainers participated, Main noted, and he encouraged others to join the next call on Nov. 13 to share information and provide feedback on their training needs.

Weekly UI Claims

The department reported that the advance figure for seasonally adjusted initial Unemployment Insurance claims was 278,000 for the week ending Nov. 1, a decrease of 10,000 from the previous week's revised level. The four-week moving average was 279,000, down 2,250 from the previous week's revised average.

- [Read the News Release](#)

Upcoming Deadlines & Events

[Open Funding Opportunities](#)

OFCCP — Affirmative Action

Bricklayers were exposed to fall hazards as high as 30 feet at two work sites in Philadelphia, according to the Occupational Safety and Health Administration. OSHA issued eight repeat and five serious safety and health citations against Vyacheslav Leshko, doing business as T and S Masonry LLC in Huntington Valley, Pa. During two imminent danger inspections conducted only weeks apart in May, employees of the masonry contractor were observed on scaffolds doing bricklaying work without fall protection. Inspectors also concluded that workers were exposed to other scaffolding safety hazards and not properly trained, and that the company failed to develop a safety and health program. Proposed penalties total \$100,560.

- [Read the News Release](#)

Idaho Restaurants Violated Wage Requirements

Two restaurants under the same ownership in Boise, Idaho, have agreed to pay more than \$26,000 in back wages to 58 employees for minimum wage and overtime violations found during an investigation. Eddie's Restaurant and Eddie's Diner failed to pay time and one-half for the hours worked beyond 40 in a workweek. Instead, the overtime hours were paid at straight time rates. In addition, the employer misclassified the managers as exempt from overtime; however, it paid the managers at hourly rates rather than at salaries, rendering them non-exempt. Investigators also found minimum wage violations as servers' wages were cut short to pay for the cost of uniforms.

No Safety Guards on Manual Cutting Machine at Arkansas Plant

Custom design and packaging manufacturer AGE Industries Ltd. has been cited for 14 safety violations — with a proposed penalty of \$78,500 — for exposing workers to struck-by, amputation and electrical hazards. The Occupational Safety and Health Administration initiated an inspection in September as part of the agency's program targeting industries with high injury and illness rates. During its inspection of the Conway, Ark., facility, OSHA uncovered one repeat, seven serious and six other safety violations. The repeat violation was cited for exposing workers to amputation hazards as they worked near the manual cutting machine without required machine guards.

- [Read the News Release](#)

Exposed Wiring, Obstructed Exit Routes Found at Bread Maker

Service and maintenance machine workers at Good Old Days Foods Inc. in Little Rock, Ark., were exposed to amputation and electric shock hazards due to a lack of machine guarding and lockout/tagout procedures, according to the Occupational Safety and Health Administration. Among the violations, OSHA cited the company for failing to guard rotating machinery parts and implement lockout/tagout procedures to protect workers who service or maintain machines. The company also exposed workers to electric shock hazards as they worked on machines with exposed wiring, obstructed exit routes, and allowed the use of extension cords where permanent wiring was required.

- [Read the News Release](#)

West Virginia Retirement Plans Sued to Recover Assets

The department has filed suit to protect participants in the Wheeling Corrugating Company Retirement Security Plan and the Salaried Employees' Pension Plan of Severstal Wheeling Inc. The suit seeks to correct fiduciary breaches by the plans' investment manager and plan administrator, which caused the plans to sustain losses and lost earnings in excess of \$7 million. An investigation by the Employee Benefits Security Administration found that, from Nov. 3, 2008, through May 19, 2009, the plans' assets were imprudently invested by fiduciaries and the Retirement Committee and its members failed to properly oversee the plans and

Programs: Creating an Inclusive Workplace

- [November 13 — Chicago, IL](#)

OFCCP — Construction Compliance Assistance Event

- [November 21 — Louisville, KY](#)

OFCCP — Constructing Compliance: Building Strong EEO and Affirmative Action Programs

- [November 14 — Columbus, OH](#)

OFCCP — Overview of Adverse Impact

- [December 4 — Chicago, IL](#)

OWCP — Traveling Resource Center to assist nuclear weapons workers

- [November 10 — Los Alamos, NM](#)
- [November 13 — Los Alamos, NM](#)
- [November 17 — Los Alamos, NM](#)
- [November 20 — Los Alamos, NM](#)
- [November 24 — Los Alamos, NM](#)

OSHA — Advisory Committee on Construction Safety and Health Meeting

- [December 3 — Washington, DC](#)
- [December 4 — Washington, DC](#)

Follow @USDOL on 

monitor all related activity.

- [Read the News Release](#)

No Fall or Head Protection Provided to Florida Contractors

Southern Wood Works LLC, a framing and siding contractor of Freeport, Fla., was cited by the Occupational Safety and Health Administration for five safety violations following an inspection in August at a residence in Watersound, Fla. Violations included allowing employees to work at heights up to 17 feet without fall protection and failing to ensure workers wore eye and head protection. Additionally, the employer exposed workers to shock and burn hazards from dry, rotted wiring with broken insulation and did not ensure a first aid kit was available at the work site. Proposed penalties total \$71,069.

- [Read the News Release](#)

Former Georgia Bank Director Sentenced in Ponzi Scheme

Aubrey Lee Price, a former director of MB&T Bank in Georgia, was sentenced to 30 years in federal prison for perpetrating a Ponzi scheme that resulted in the loss of millions of dollars to dozens of Price's elderly investors and led to the collapse of the bank. Price caused losses of more than \$70 million and tried to hide his misconduct using fake account statements to reflect fictitious assets and fabricated investment returns for each investor. When his scheme failed, Price then faked his death to avoid liability. He was caught when he presented false identification during a routine traffic stop. The prosecution was a coordinated effort by the Financial Fraud Enforcement Task Force, which includes the Employee Benefits Security Administration.

- [Read the Department of Justice News Release](#)

Labor Violations Found at Two American Samoa Stores

American Samoa-based Ocean Star Enterprises Inc., doing business as Pacific Mini Mart in Tafuna and as Ocean Star Enterprise Inc. in Nu'uuli, has agreed to pay \$23,922 in back wages to seven employees following an investigation by the Wage and Hour Division. Investigators found that the employer paid a fixed salary to several employees without regard to the number of weekly hours actually worked. "The payment of a guaranteed salary to front-line convenience store employees does not waive their entitlement to a base retail sector minimum wage of \$4.60 per hour and overtime premium pay for hours worked after 40 in a workweek," said Terence Trotter, the division's district director in Hawaii.

Company Cited on Training After Death of Foundry Worker

A 55-year-old worker was found unresponsive in a restroom at Bremer Manufacturing Co. Inc. on May 6, 2014, and later died. The man, who had been employed at the Elkhart Lake, Wis., foundry for the past 38 years, worked with resin-containing isocyanates on the sand molding line. Following an inspection, the Occupational Safety and Health Administration found that the company failed to train workers on the physical and health hazards of chemicals in the workplace. OSHA has cited the company for one willful, one repeat and one serious health violation, carrying proposed penalties of \$81,900. Isocyanates are the raw materials that make up all polyurethane products.

- [Read the News Release](#)

Multiple Safety Violations Found at New Mexico Copper Mine

Inspectors from the Mine Safety and Health Administration issued 38 citations to Freeport-McMoRan Copper & Gold Inc.'s Chino Mines Co. mine in Grant County, N.M., during specially targeted impact inspections in September. Among the hazardous conditions inspectors found were unguarded belt conveyors that exposed miners to potential injury from entanglement; failure to provide handrails down a flight of steps exposing miners to slip, trip and fall hazards; and failure to barricade a tunnel to

Tweets Follow

 **US Labor Department** 3h
@USDOL

Regardless of ideology or geography, people agree: #apprenticeship is a win-win. n.pr/1qs7x5Q
pic.twitter.com/PAAJ8HPFSQ

 Show Photo

 **USDOL Latino** 4h
@USDOL_Latino

"Hay valores universales y débenos de tratar a todas las personas que están en este país con respeto". -@LaborSec

 Retweeted by US Labor Department

prevent injury from ground failure while miners were working and cutting in the area directly above the tunnel.

- [Read the News Release](#)

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