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BY THE NUMBERS

\$36.7
million
awarded to
156
groups
THIS YEAR TO HELP
homeless veterans

What's New

Community College Consortium Fuels Job Training Programs in Ohio

As U.S. Secretary of Labor Thomas E. Perez is fond of saying, community colleges are the "secret sauce" of workforce development. On Nov. 12, he traveled to Cleveland to see firsthand how this sauce is spicing up job training programs in Ohio. Perez visited Lorain County Community College,



which recently was awarded a \$15 million departmental grant to lead a statewide consortium of 11 community colleges. The funding helped the consortium launch the Ohio Technical Skills Innovation Network, which seeks to develop and scale up advanced manufacturing training across the state. The federal funding also helped LCCC develop the Nord Advanced Technologies Center, a 50,000-square-foot facility that houses the school's welding programs, a state-of-the-art fabrication lab, and classes in CNC machining and computer-integrated manufacturing. Following the college visit, Perez participated



in the Faith Leaders' Roundtable discussion hosted by Rev. Dr. Otis Moss, Jr. Perez discussed opportunities to expand collaboration with local faith leaders to better connect their community members to federal job training resources such as the My Brother's Keeper initiative, re-entry and skills

training programs and apprenticeship. Perez noted that, as the economy improves, "economic development should lead to skills development in their communities, not just around their communities."

- [Learn About TAACCCT](#)

Promoting Economic Opportunities for Women

More than 1,000 leaders from the women's rights, civil rights, legal and business communities gathered in Washington, D.C., on Nov. 10 for the National Women's Law Center Annual Awards dinner. Secretary Perez was recognized by the NWLC for

(Work in Progress) The Best of Our Blog

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

- [11 Things the Labor Department Does for Veterans](#): The department works every day to honor veterans by helping them succeed in the civilian workforce when their time in the armed forces comes to end. How many of our programs and services do you know about?
- [Working Together to Strengthen the Economy](#): Thanks to the ingenuity and innovation of workers and businesses, as well as strong leadership by President Obama, we have climbed out of the worst economic crisis of our lifetime, but we still have work to do, writes Secretary Perez.
- [A Working Father's Response](#): What's important isn't just being able to put food on the dinner table — we want you to be at the dinner table, too, writes Secretary Perez in response to a working mother's blog on *Huffington Post*.

Working for a Sustainable Economy

Deputy Secretary of Labor Christopher P. Lu attended the 3rd Annual Sustainable Business Summit Reception and award ceremony in Washington, D.C., on Nov. 13. The event was hosted by the American Sustainable Business Council, a leading advocacy organization that focuses on expanding economic prosperity, environmental protection and social justice



through the business community. ASBC represents more than 200,000 businesses and 325,000 entrepreneurs, business professionals and executives and has been a strong partner with the department on numerous issues to promote a sustainable economy. Lu accepted the Sustainable Policymakers Award on behalf of Secretary Perez for his leadership on policy issues such as paid leave and the minimum wage.

his work on behalf of working women and their families, including ongoing efforts to increase the federal minimum wage, reduce income inequality and implement paid leave policies in the United States. Perez was joined by U.S. Secretary of Commerce Penny Pritzker for a joint interview to discuss ways in which business and labor are working with a wide range of stakeholders to help equip our workforce with the skills needed for 21st century careers. They discussed how the two Cabinet agencies are collaborating to expand efforts to support skilled workforce training, apprenticeships and efforts to promote women in the workforce.

- [Learn About Resources for Women](#)

Reversing Wage Theft

Championing Civil Rights and Labor Rights



Wage and Hour Administrator Dr. David Weil traveled to Los Angeles recently to talk with stakeholders about how to reverse the continued pattern of

wage theft in the area's garment industry. Over the course of two days he met with garment employers, employees, worker advocates and California Labor Commissioner Julie Su, gathering information on the "fissured workforce" that continues to lead to widespread violations of the Fair Labor Standards Act. Referencing the more than \$3 million in wages for Los Angeles-area garment industry workers that went unpaid during fiscal year 2014, Weil attributed the violations to "fierce competition in the garment industry." Since 2009, investigators have found violations in 89 percent of the more than 1,600 cases filed in Southern California and investigations have led to more than \$15 million in recovered back wages for about 12,000 workers.



"It is reasonable that everyone who asks justice should do justice." This famous quote from Thomas Jefferson served as the theme for the Legal Aid Society of Cleveland's annual luncheon on Nov. 12. Secretary Perez delivered the keynote address, thanking the organization for all it does to give a voice to those

who need it most. He emphasized the value that undergirds the Department of Labor's mission: that civil rights are labor rights, and vice versa. "When people don't have equal access to the courts and to legal redress, it stands to reason that they have a harder time finding a job, climbing out of poverty and punching their ticket to the middle class," said Perez.

- [Learn About Civil Legal Assistance](#)

Addressing Challenges for Women

Investing in Partnerships and Growing Career and Technical Education

Many of the disparities that women face are often more pronounced for women of color. Addressing those disparities was the topic of a panel



discussion in which Women's Bureau Director Latifa Lyles participated on Nov. 12 at the White House. The panel was part of an event held by the White House Council on Women and Girls for its new report, "Women and Girls of Color: Addressing Challenges and Expanding Opportunity." Opening remarks were delivered by Tina Tchen, executive director of the White House Council on Women and Girls. Senior Advisor to the President Valerie Jarrett closed the event with an armchair conversation.

Building partnerships to improve job-training efforts is a central component of President Obama's job-driven training agenda. It also served as a main theme of the Career and Technical Education-Workforce Development Summit sponsored by the AFL-CIO and the American Federation of Teachers in Washington, D.C., on Nov. 13. Vice President Biden opened the summit with remarks on the administration's focus on transforming federal job training programs for the 21st century.



Secretary Perez spoke about the department's efforts to develop a new skills ecosystem by building partnerships between government, business, community colleges and unions. These partnerships are made possible by more than a billion dollars in grants awarded this year. The summit also focused on the importance of encouraging multiple pathways for career success, such as apprenticeships, community colleges and other certification programs. Dr. Heidi Shierholz, the department's chief economist, moderated a panel that discussed these opportunities, focusing on how apprenticeships can be transformed for the 21st century economy. The department is making unprecedented investments to grow

- [Watch the Video](#)
- [Read the Report](#)
- [Learn More](#)

'Hiring Our Heroes' Awards

The U.S. Chamber of Commerce Foundation's "Hiring Our Heroes" awards recognize employers and individuals who "have gone above and beyond to hire, retain and honor our nation's veterans and military spouses." Assistant Secretary of Labor for Veterans' Employment and Training Keith Kelly attended the 4th Annual Lee Anderson Hiring Our Heroes Awards Dinner at Chamber headquarters in Washington, D.C., on Nov. 12. Awards were given in six categories, including the Post-9/11 Veteran Employment Award, for effective and sustained efforts to enhance the ability of post-9/11 veterans and transitioning service members to find meaningful employment, which went to USAA; and the Lee Anderson Veteran and Military Spouse Employment Award, bestowed on Capital One Bank. To date, Hiring Our Heroes — an important partner of VETS — has hosted more than 820 hiring fairs, helping 25,000 veterans and military spouses find jobs.

- [Learn About Hiring Our Heroes](#)

Bringing Matters to the Bar



Office of Federal Contract Compliance Programs Director Patricia A. Shiu recently headed west to address two major bar conferences. On Nov.

6, Shiu joined Equal Employment Opportunity Commission Chair Jenny Yang and attorneys Jon C. Goldfarb and David Fortney for a panel discussion on "The Effects of Pay Disparity" at the annual conference of the American Bar Association's Section of Labor and Employment Law in Los Angeles. The following day, Shiu and Yang teamed up again for a panel at the National Asian-Pacific American Bar Association conference in Scottsdale, Ariz. The NAPABA panel focused on how the departments of Labor and Justice and the EEOC are cracking down on discrimination affecting Asian-American and Pacific Islander workers.

- [Learn About OFCCP](#)

Business Strategies That Work

More than 50 small and large federal contractors gathered in Kansas City, Mo. on Nov. 12 to hear Assistant Secretary of Labor for Disability Employment Policy Kathy Martinez discuss strategies for recruiting, hiring and advancing employees with disabilities. Martinez headlined the special event, which was jointly sponsored by the Kansas City Industry Liaison Group and the Business Leadership Network of Greater Kansas City. During her remarks, Martinez discussed a range of tools and resources that can assist

apprenticeships to more industries and occupations and will announce the launch of a new \$100 million grant competition in the coming weeks.

- [Connect With Training and Career Options](#)

National News

Open Enrollment for Health Insurance Marketplace Begins
Nov. 15

Increasing access to quality health care has been one of the primary goals of the Affordable Care Act. Secretary Perez was in Ohio on Nov. 12 to meet with Lori and Patrick Smith, a married couple who were able to obtain health care coverage as a result of Medicaid expansion under the ACA. In the past year, hundreds of thousands of Ohioans have obtained health insurance and even more Americans now have the opportunity to get coverage. Open enrollment for the Health Insurance Marketplace begins on Nov. 15, with an updated browsing and shopping experience on HealthCare.gov. The website has been streamlined to make it easier to use, now requiring only a zip code to view plans and a few questions to get a financial assistance estimate. The website also has been optimized for access through a smart phone or tablet. All consumers should enroll by Dec. 15 in order to have coverage effective on Jan. 1, 2015.



- [Visit HealthCare.gov](#)

International Scene

Comment Period Extended on Free Trade Agreement

The department announced on Nov. 7 that it is extending the public comment period on labor capacity-building efforts under the Dominican Republic-Central America-U.S. Free Trade Agreement until 11:59 p.m. EST on Nov. 28. The public comments will be summarized in a biennial report to Congress. The Federal Register notice, which will be updated to officially announce the comment period extension, provides detailed information about how the public can submit their comments, including making a submission electronically. The original deadline for comments was Nov. 10.

- [Read the News Release](#)
- [Read the Federal Register Notice](#)
- [Submit a Public Comment](#)

Around DOL

Salute to Veterans, With a Discussion on Women in STEM

This year's "Salute to Veterans," held annually at the department to commemorate Veterans Day, highlighted the importance of providing opportunities to women veterans who are interested in working in the fields of science, technology, engineering and mathematics, where women traditionally are



employers in achieving the goals of new updates to Section 503 of the Rehabilitation Act, and create a culture of disability inclusion in today's workplaces. "When attitudes and culture change," said Martinez, "behavior changes follow."

Veterans in the Workforce

The department's chief economist, Dr. Heidi Shierholz, participated in an employment data webinar on Nov. 12 hosted by Business Forward. The webinar focused on the October employment report, released by the Bureau of Labor Statistics on Nov. 7, which showed steady employment growth over the month. The U.S. economy added more than 214,000 jobs in October, making it the ninth straight month with job gains over 200,000. In the wake of Veterans Day observances, Shierholz discussed the role veterans play in the U.S. workforce. There are more than 10 million veterans in the labor force, making up 7 percent of the working population. Currently, the veteran unemployment rate is 4.5 percent, compared to an overall unemployment rate of 5.8 percent. However, that statistic masks the experience of one important group — the veterans of the recent wars in Iraq and Afghanistan, who make up 10 percent of all living veterans. That unemployment rate stands at 7.2 percent.

Forum on Youth Employment

While the overall unemployment rate continues to fall, youth unemployment remains in double-digits. To help raise awareness and address the challenges of youth unemployment, the Employment and Training Administration held a briefing with Brandies University at department headquarters on Nov. 13. Approximately 75 workforce development, education and business community leaders participated in the briefing in person, while more than 225 participants tuned in remotely. Byron Zuidema, deputy assistant secretary for employment and training, kicked off the session and highlighted effective program models for disconnected youth that can be implemented under the new Workforce Innovation and Opportunity Act. Four panels were each based around one of the WIOA youth program elements, and they featured workforce practitioners who are implementing these program elements successfully on the ground.



Women's Policy Conference



"Working families struggle to survive in workplaces with an antiquated notion of working women," said Women's Bureau Director Latifa Lyles as

underrepresented. Dr. Nancy Glowacki, Veterans' Employment and Training Service's women veteran program manager, led a discussion on STEM occupations with veterans working in these fields, academics and employer representatives. "We are building a modernized, refurbished skills superhighway, enabling workers to get good jobs and businesses to find good workers," Secretary Perez said in his keynote remarks. "We have to work with all due urgency to ensure that we are helping to connect women veterans to the programs that will help them launch their own journeys down that superhighway."

• [Read the Blog](#)

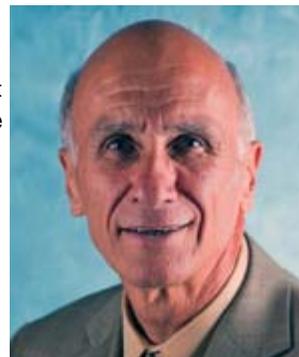
New Wage and Hour Investigators

In order to achieve the agency's goal of a fair day's pay for a fair day's work, the Wage and Hour Division needs a talented, well-trained and diverse group of investigators. On Nov. 6 in San Antonio, the division graduated 43 new investigators into its ranks. In order to graduate, they had to successfully complete Basic I Training, a nationally standardized, three-week intense classroom training experience designed to educate new investigators about enforcement responsibilities and agency procedures. This initial training focused primarily on the statutory and regulatory provisions of the Fair Labor Standards Act, as well as investigative techniques used to enforce the provisions. The class of new investigators is proficient in 12 different languages, and more than half of the graduates speak fluent Spanish.

DOL Working for You

Training Program Gets Veteran Off the Sidelines and Into a Job

Even with 22 years of accounting and sales experience and five years in the U.S. Air Force, John Leach could not find a job. His last contracting job had ended in July 2012, and he spent the next year applying for countless positions without even landing an interview. Feeling hopeless, Leach believed that making a transition to a more in-demand career field would open up doors. In September 2013, he dropped by a Leesburg, Va., event and, by what he calls "an act of God," met a representative from the Jobs 4 Veterans program. Funded by the department's Veterans Workforce Investment Program, J4Vets provides employment and training services for Virginia veterans and creates a pipeline of qualified veterans to high-demand industries. J4Vets connected Leach to an information technology training and education company based in Reston, Va., that provided career guidance and assisted him in obtaining certifications in project management and IT. He then participated in the Northern Virginia Technology Council's Networking pilot program, where he learned about a six-week IT training program offered by Accenture. Leach completed the program and, on Oct. 22, began working at Accenture as a software engineering associate. "I would have continued to be overlooked and on the sidelines indefinitely, and would have lost my house and been homeless if it was not for these programs that help veterans," he said. Leach plans to give back by helping other veterans seeking employment.



DOL in Action

Focus on Chemical Inspections to Begin in Nebraska

she spoke about equal pay, paid leave, and affordable, quality child care at the first biannual New England Women's Policy Conference in Boston. The event, held on Nov. 7 and co-hosted by the University of Massachusetts Boston's Center for Women in Politics and Public Policy and the John F. Kennedy Presidential Library and Museum, drew approximately 375 people.

Protecting Farm Workers

Approximately 300 farm labor contractors, crew leaders and growers attended a training workshop in Madera, Calif., on Nov. 6 to learn about the Migrant



and Seasonal Agricultural Worker Protection Act and other safety laws. The training was sponsored by Agriland Farming Co., a major producer of almonds, as part of a voluntary compliance and self-monitoring agreement signed with the Wage and Hour Division. "Agriland demonstrates the kind of proactive approach to compliance that we applaud and encourage," said Rick Newton, the division's district director in Sacramento. "Their actions will have a positive impact on the workplace and will help promote the welfare and labor rights of farm workers." The California Highway Patrol and Cal-OSHA also provided safety training at the event. The division's Regional Certification Team processed and issued 95 farm labor contractor and farm labor contractor employee applications.

Women in Transportation

The Women's Bureau, along with the Delaware Valley Regional Planning Commission, co-hosted a roundtable discussion on Oct. 31 to address challenges and barriers confronting women in the transportation industry. The program focused on promising practices for informing and connecting women to careers in transportation, as well as policies and programs that support the advancement of women in this industry. Lucia Bruce, regional administrator in Philadelphia, echoed the sentiment shared at the roundtable. "Now there needs to be a national education and awareness campaign to entice and recruit younger women into the variety of transportation occupations," she said. "An education and awareness campaign would help all women realize that non-traditional occupations for women can lead to better economic stability."

Weekly UI Claims

The department reported that the advance figure for seasonally adjusted initial Unemployment Insurance claims was 290,000 for the week ending Nov. 8, an increase of 12,000 from the previous week's unrevised level. The four-week moving average was 285,000, up 6,000 from the previous week's unrevised average.

• [Read the News Release](#)

To educate employers and workers about highly hazardous chemicals, including formaldehyde and methylene chloride, the Occupational Safety and Health Administration is launching a local emphasis program in Nebraska. The program will include programmed health inspections at funeral homes, chemical and product manufacturing plants, printing facilities and outpatient care centers. "This local emphasis program will allow OSHA to use its resources efficiently by focusing on industries that are known to use these types of highly hazardous chemicals," said Bonita Winingham, area director for OSHA in Omaha.

• [Read the News Release](#)

Railroad Steel Manufacturer Cited in Fatal Employee Accident

Workers were exposed to dangerous rotating machinery parts at Cleveland Track Material, according to the Occupational Safety and Health Administration. Seven serious violations, carrying proposed penalties of \$49,000, have been issued as a result of OSHA's investigation into the death of a 45-year-old machine operator in August. The employee was fatally crushed while adjusting a set screw on a rolling mill. "This tragedy could have been prevented had the employer implemented basic safety precautions associated with dangerous machinery," said Howard Eberts, OSHA's area director in Cleveland.

• [Read the News Release](#)

Aluminum Refinery in Texas Exposes Workers to Hazards

As part of an investigation initiated under its Site-Specific Targeting Program for industries with high injury and illness rates, the Occupational Safety and Health Administration has cited Texas TST Inc. for 13 safety violations. OSHA determined that the Sweetwater, Texas-based aluminum facility exposed workers to struck-by, electrical and unguarded machine hazards. The investigation, conducted by OSHA's Lubbock Area Office, resulted in citations for failure to secure compressed gas cylinders, provide strain relief on electrical circuits and repair damaged welding cables. The company also failed to enclose or guard sprockets and chains located seven feet or less from the floor, and keep workers from being struck-by aluminum metal chips from an unguarded machine and grinders.

• [Read the News Release](#)

Pennsylvania Union to Rerun Delegate Election

Because of a failure to ensure adequate safeguards covered the voting process, the International Brotherhood of Electrical Workers Local 29 in Pittsburgh recently agreed to conduct a new election for the fourth delegate to the international convention. The Office of Labor-Management Standards' investigation found that ballots were given to a candidate to be hand-delivered to voting members, and the voted ballots were then returned to the candidate for mailing. As a result of this lapse in safeguards, the election for fourth delegate may have been affected. The new election will take place on or before Dec. 11.

Provider of Adult Care to Pay Back Wages to 22 Employees

Chief U.S. District Judge Morrison C. England of the Eastern District of California has ordered Jaime Gacilan and his three Sacramento-based residential care facilities to pay 22 workers \$44,669 in back wages and liquidated damages. The order resolves a Department of Labor lawsuit alleging violations of the Fair Labor Standards Act at Ocampo Gacilan Home Inc., Country Elegance Inc. and Bilby Home Inc. An investigation found that the 24-hour care provider for adults with developmental disabilities were engaged in improper pay and record-keeping practices that resulted in employees not being paid minimum wage and overtime compensation, as required by law.

• [Read the News Release](#)

Upcoming Deadlines & Events

[Open Funding Opportunities](#)

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](#)

OFCCP — Revised Supply and Service Scheduling Letter and Itemized Listing

- [November 20 — Dallas, TX](#)

OFCCP — What to Expect During an OFCCP Audit

- [December 10 — Dallas, TX](#)

OWCP — Traveling Resource Center to assist nuclear weapons workers

- [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](#)

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 **US Labor Department** 
3h

Overtime Violations Found at California Auto Repair Shop

Island Auto Repair in San Leandro, Calif., has agreed to pay more than \$49,107 in back wages and damages to 21 employees for recordkeeping and overtime violations. An investigation by the Wage and Hour Division found that the employer paid straight time for hours worked beyond 40 in a workweek.

Workers Cleaning Chemical Spill Lacked Training

Workers cleaning a chemical spill at Penda Corp. in Portage, Wis., had not been trained in proper cleanup procedures or provided proper personal protective equipment, according to an investigation by the Occupational Safety and Health Administration. OSHA found that workers experienced symptoms of overexposure to an isocyanates chemical used in plastics manufacturing. Seven serious violations, carrying proposed penalties of \$49,000, were cited following the complaint inspection in September.

- [Read the News Release](#)

Registered Nurses at California Hospital Receive Back Wages

Dignity Health of Santa Cruz, Calif., doing business as Dominican Hospital, has paid \$59,212 in back wages due to 29 nurses following an investigation by the Wage and Hour Division. Investigators found that the nurses were not being paid overtime premium pay for hours worked beyond 40 in a workweek. "Nurses working long hours caring for those in need should never be shortchanged on their salary," said Susana Blanco, the division's district director in San Francisco.

Texas Pool Company Repeatedly Exposed Workers to Health Hazards

Southern Grouts and Mortars Inc. has been cited for eight safety and health violations by the Occupational Safety and Health Administration after a follow-up inspection in May found four repeat violations at the company's Waxahachie, Texas, facility. The OSHA Fort Worth Area Office initially conducted a complaint inspection in February 2013 and cited the employer the following June with four violations. The follow-up inspection found repeat violations that included failure to provide a respiratory protection program, implement engineering controls for workers with prolonged exposure to dust particles, and provide hazard communication information on exposure to dust particles. Proposed penalties total \$58,520.

- [Read the News Release](#)

Ohio Steel Manufacturer Compromised Employee Safety

TimkenSteel Corp. of Canton, Ohio, exposed employees at all three of its plants to amputation and fall hazards, according to the Occupational Safety and Health Administration. Consequently, OSHA issued 12 serious safety violations, which carry proposed penalties of \$77,000. The inspections began following employee complaints alleging unsafe working conditions at each facility. Employee safety was compromised in a highly hazardous work environment, noted Howard Eberts, OSHA's area director in Cleveland.

- [Read the News Release](#)

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