

NWX-DOL ESA OFCCP (US)

Moderator: Brenda Stewart
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1:00 pm CT

Coordinator: Welcome and thank you for standing by. For the duration of today's conference all parties will be able to listen only.

Today's conference is also being recorded. If you have any objections, please disconnect at this time. And now I'd like to turn the call over to your host today, to Ms. Brenda Stewart. Ma'am you may begin.

Brenda Stewart: Thank you (Melissa) and good afternoon everyone. Thank you so much for tuning into our webinar for today. I will be your moderator. And we'll be going over some things about the changes to the Section 503 and VEVRAA.

As you may have noticed, we've been doing a lot of these webinars to get this information out to the public. And we want to make sure that we stay on top of educating and training the people that are actively involved in reviewing contractors, work for federal contractors, are covered by the regulation.

So I know you're going to have a lot of questions for our presenters. You can submit your questions throughout this webinar in your WebEx chat box. You

can send them at any time, but we will address the questions at the end of the presentation.

And we will try to get to as many as we can. A lot of times we get repetitive, redundant questions. So we kind of go through and summarize them that right may not respond to your individual question, but responds to the topic.

Please note that closed captioning is available. And you can click on that link at the bottom right-hand of your screen. And at the lower left of your screen you'll also notice that there's an area to expand your viewing area if you'd like to do so.

Next slide. So our presenters for today, we have a two and you see their pictures onto this slide, Carla is a Compliance Officer and has been with OFCCP for four years. And she's currently working in the Columbus district office in Columbus, Ohio. Welcome (Carla) and go (OSUVOSU).

Prior to working for OFCCP, (Carla) was the Program Support Administrator at Chalmers P Wylie Veteran Affairs Ambulatory Care Clinic in Columbus. She has served eight years active duty, Air Force, as a medical technician and then as a paralegal.

(Carlos) has been serving with OFCCP as a Compliance Officer for over 25 years. He holds a Bachelors of Arts and Communications and a Master's of Science and Education from the University of Miami.

As a Cuban refugee arriving in the early 60s, Carlos and his family learned to build communities from those around them. He began to serve in his community when he was only 7 years old by translating for those who could not speak English.

(Carlos) has served as a catechist in the diocese of Orlando for 23 years and ministers at St. Margaret Mary Catholic Church in Winter Park on the right of Christian initiation of adults, teen and a lector. Welcome to both of you.

(Carlos): Thank you.

Brenda Stewart: I will turn the slide presentation now over to (Carla).

(Carla): Next slide. Thank you Brenda and welcome everybody. Let me provide you with an overview of the topics we're going to go over in today's presentation. We'll start with some background on OFCCP, going over who we are and what we do. Provide a quick overview of the new Section 503 and VEVRAA regulations, including why OFCCP felt it important to make changes to the regulations implementing these laws.

Then we'll talk about some of the key provisions in the new regulations, and why you should know about them. And we will conclude the presentation by responding to questions you may have. And as we go through the webinar, please send in your questions through the chat function that Brenda had mentioned previously.

At this time, I would like to remind you that our website contains more information on the new regulations. And I strongly encourage you to check out the documents posted there. In addition, you will be able to find a list of contacts for each of our regional offices. Our website can be found at www.dol.gov/ofccp.

So to begin, let me tell you a little bit about OFCCP. Next slide. OFCCP is an agency within the US Department of Labor that enforces three laws

prohibiting employment discrimination by federal contractors and subcontractors.

They are Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974, or what we commonly refer to as VEVRAA.

Taken together, the three laws reinforce prohibit covered federal contractors from discriminating in employment on the basis of race, color, national origin, sex, religion, disability or protected veteran status.

In addition, the laws reinforce also require that contractors with contracts that meet a certain monetary threshold and who have a certain minimum number of employees must also develop and maintain written affirmative action programs, or AAPs.

And must comply with specific affirmative action requirements including outreach and recruitment efforts, self-monitoring of employment practices, the identification and correction of discriminatory practices and the identification and removal of any barriers to equal employment opportunities.

OFCCP is comprised of a national office and a national network of six regional offices, each with district and area offices in major metropolitan areas throughout the United States and in Puerto Rico and Guam. Next slide.

(Carlos): To ensure compliance OFCCP selects about 4000 contractor establishments each year and conducts compliance evaluations of their employment practices, including practices related to hiring, job testing, promotions, compensation, reasonable accommodation and termination to ensure that discrimination has not occurred.

And that there are no barriers to equal employment opportunity. To do this, we review the contractor's affirmative action program and other records. And we may also decide to go on-site to the contractor's facility in the interview managers and employees, among other things.

OFCCP investigates complaints of discrimination filed by individuals or groups. And I suspected that about now some of you are thinking, but I thought EEOC investigates complaints and deals with employment discrimination. But OFCCP does this too.

What's going on? So let me briefly explain. EEOC accepts and investigates complaints of employment discrimination. And that is all the EEOC does.

OFCCP, on the other hand, deals exclusively with employers that are federal contractors. And not only investigates discrimination complaints, but conducts periodic compliance evaluations of contractor's employment practices even when no complaint has been filed.

In addition, only the laws OFCCP enforces require affirmative action by covered contractors to ensure that all are provided equal employment opportunity. While those that EEOC enforces have no such affirmative action requirements.

There is some overlap in our respected jurisdictions. And for this reason, we work closely with EEOC to ensure that there is no duplication of effort by our respective agencies, and to ensure that any misfiled complaints are promptly redirected to the correct agency.

Besides conducting compliance evaluations and investigating complaints, OFCCP also provides free compliance assistance to contractors and educates community-based organizations and members of the public to facilitate understanding of and compliance with the laws we enforce.

This includes workshops like this one, specifically designed for new and would be contractors, as well as small businesses who are or aspire to be federal contractors.

Generally speaking, federal contractors and subcontractors are those employers doing business with the federal government. A company or employer is a federal contractor if it provides goods or services to a federal agency, receives federal funds for a construction project or is a subcontractor of a federal contractor.

For purposes of this presentation, all of this information pertains to contractors and subcontractors. Next slide.

Now that you know a bit about who we are and what we do, let's move on to the two laws we're focusing on today. First, Section 503. Section 503 of the Rehabilitation Act of 1973 prohibits discrimination by covered federal contractors, including subcontractors, against individuals on the basis of disability.

And requires affirmative action to employ and advance in employment qualified individuals with disabilities, including outreach to and recruitment of qualified individuals with disabilities.

A subcontractor, for those of you new to this process, is defined as a company performing a service or providing property that is necessary for use by a contractor in the performance of any portion of any federal contractor.

Listen to the thresholds here. And in the next VEVRAA section that tell you if you are a federal contractor with nondiscrimination provisions and additional requirements, you have based on the worth of your portion of the work contracted to you as a prime subcontractor, vendor or supplier and the number of employees you have.

All contractors with federal contracts of more than \$10,000 are subject to the nondiscrimination provisions of Section 503. Additionally, contractors with contracts of \$50,000 or more and 50 or more employees must create and maintain a written affirmative action program and comply with specific affirmative action requirements.

These requirements can be found on our website. Let me pause for a moment to clarify the relationship between 503 and the much better known Americans with Disabilities Act, the ADA and the ADA Amendments Act.

The Rehabilitation Act is the forerunner of the ADA. But the ADA applies to more employers. So in 1992 Congress passed a law to ensure that the definitions of disability and that the nondiscrimination standards used in the Rehabilitation Act are the same as those in the ADA.

Similarly, the ADA Amendments Act of 2008 applies to both the ADA and the Rehabilitation Act. So the bottom line is that Section 503 uses of the same definition of disability and the same standards for nondiscrimination as the ADA.

However, the affirmative action requirements that we're focusing on today are unique to the Rehabilitation Act, and there are no corresponding requirements in the ADA. Next slide.

(Carla):

Under VEVRAA, it prohibits employment discrimination against certain protected veterans, including recently separated veterans and disabled veterans. And requires contractors and subcontractors to take affirmative action to employ and advance in employment these veterans including outreach to and recruitment of protected veterans.

The new regulation provides a more comprehensive term for protected veterans to describe any veteran in any veteran category who is protected by the nondiscrimination and affirmative action provisions of VEVRAA.

Now contractors who have a contract with that the federal government of \$100,000 or more are subject to VEVRAA and may not discriminate against protected veterans. Those contractors with a contract of \$100,000 or more and 50 or more employees are required to have a written affirmative action program in place.

Employers with a contract of \$100,000 or more are also required to report annually to DOL Veterans Employment and Training Service the number of employees in their workforce by job category and hiring location who are qualified protected veterans, as well as report the number of new hires during the reporting period who are qualified protected veterans.

Now let's take a look at why OFCCP felt it was necessary to change the regulations. Next slide.

(Carlos): First, each regulation's basic framework. Articulating a contractor's responsibility with respect to affirmative action has been in place since the 1970s, but a great deal has changed since that time with respect to technology. The way work is typically performed and the way companies typically conduct business.

Section 503, as many of you are well aware, the unemployment rate of working individuals with disabilities and the percentage of working age individuals with disabilities that are not in the workforce remain significantly higher than those without disabilities. And of course this includes veterans with disabilities.

In addition, because of the ADA Amendments Act we need to update the Section 503 definition of disability to come into compliance with the ADAA, which became effective on January 1 of 2009.

With respect to VEVRAA, for the past few years large numbers of vets have been returning from tours of duty in Afghanistan and Iraq and other locations around the world, many with serious disabilities.

Many of these vets, especially recently discharged and disabled vets, face substantial obstacles in finding employment in the civilian workforce. Updating and strengthening the rule will foster compliance by contractors and improve contractor accountability. And ultimately lead to the removal of barriers to equal employment opportunities for veterans and increase their civilian job opportunities.

For example, according to the business labor statistics data, in 2012 the unemployment rate for post September 2001, or Gulf War era veterans was 9.9 compared to 7.9 for non-vets. The unemployment rate for male Gulf War

era two vets age 18 to 24 was 20%, compared to 16.4 for non-vets of the same age group. So next slide.

(Carla): The new revisions not only update these regulations, but strengthen the existing regulations, primarily with respect to the affirmative action obligations.

The strengthened VEVRAA and 503 regulations will provide contractors and OFCCP with management tools needed to better assess whether and where barriers to equal employment opportunity remain so that these barriers can be removed or at least reduced.

Further, these tools will allow contractors to assess the effectiveness of outreach and recruitment efforts so that they can be adjusted if they are not effective. Next slide.

(Carlos): As a reminder, all contractors with federal contracts in excess of \$10,000 or more are subject to the nondiscrimination provisions of Section 503. Additionally, contractors with contracts of \$50,000 or more and 50 employees must create and maintain a written affirmative action program and comply with specific affirmative action requirements.

All locations and sites of a company are covered. It is not just the site where the federal work is being conducted by that contract. Next slide.

(Carla): As another reminder, contractors who have a contract with the federal government of the hundred thousand dollars or more are subject to VEVRAA. And may not discriminate against protected veterans. Those contractors with a contract of \$100,000 and 50 or more employees are required to have a written affirmative action program.

And again, as Section 503 under VEVRAA all of the contractor's worksite will fall under these regulations, not just the one or more that was awarded federal funding.

Those contractors with a contract of \$100,000 are required to report annually to the DOL Veterans Employment and Training Services, or VETS, the number of employees in their workforces by job category and hiring location who are qualified protected veterans under 38USC 4212D.

They are also required to report the number of new hires during the reporting period who are qualified protected veterans. The report is called the Vets 100, or 100A. And the upcoming filing season for the Vets 100, 100A usually begins on August 1 and ends on September 30. Next slide.

Now that (Carlos) and I have given you a basic overview of compliance under Section 503 and VEVRAA, we are now going to turn to some of the key provisions of Section 503 and VEVRAA.

Remember, we only have time to briefly discuss these key changes in the regulations. So if you would like additional or more in depth information, please visit our website. Now let's start with key provisions to Section 503. Next slide.

(Carlos): (Pre) offer, important to the success of Section 503 is the requirement that contractors invite voluntary self-identification of disability from applicants and employees.

Voluntary self-identification allows contractors and OFCCP to know what is going on in its workforce. Previously the regulation required only that

contractors invite new employees to self-identify after they've been given the job offer, but before they began work.

Under the new regulations, contractors must invite applicants to self-identify as an individual with a disability at both the pre-offer and post offer stages of the employment process.

Some contractors have expressed concern that inviting self-identification of disability at the pre-offer stage violates the ADA prohibition pre-offer inquiries about disability -- so let me be clear that it does not.

The EEOC's regulation made clear that the ADA does not prohibit pre-offer invitations to voluntary self-identification that requires when it complies with Section 503.

Moreover, adding this pre-offer invitation is virtually important to fill an important data gap, although many people with hidden disabilities may choose not to self-identify at the early stages of the process.

Many people with obvious disabilities have been involuntarily self-identifying for years any time they show up for an interview or to fill out an application. And OFCCP had no knowledge of how these individuals fared in the process or even that they were there at all. Hopefully this requirement will change that.

Post offer -- the new regulations retain that the existing post offer invitation to self-identify. At this stage some who may not have felt comfortable self-identifying before they have a job may be willing to self-identify now that they have a job, particularly if a reasonable accommodation is needed.

Employees, because of disability is not a mutable characteristic like race. Someone who does not have a disability when they are hired may later become disabled. And because over time someone with a hidden disability may be, more comfortable about self-identifying.

The new regulations also adds an invitation to employees to self-identify. This invitation must be issued the first year the contractor is subject to the self-identifying requirement, again at the five-year mark and then every five years thereafter that the employer is a contractor.

Between those five-year invitations the contractor must also, at least once, remind employees in some way that they can always update their disability status at any time. This reminder may be in the form of an email or a conspicuous notice on their website or a bulletin board or in some other way.

The self-identify notice can be electronically reproduced provided that the e-form displays the OMB number and expiration date, contains the text of the form without alteration, uses sans script font such as Calabria or Aerial and uses at least 11 pitch for font size, with the exception of the footnote and (verted) statement, which must be at least 10 pitch in size.

Anything to note about this requirement, all Section 503 self-identification invitations must be made by the contractor using a standard (size) form the OFCCP has posted on its website.

Next, perhaps the most critical change in Section 503 regulations is the establishment of a nationwide 7% utilization goal for hiring qualified individuals with disabilities.

This goal is derived from American Community Survey, ACS. Data regarding the availability of individuals with disabilities and includes in it an estimate of discouraged workers with disabilities to account for historical discrimination and for those with disabilities not currently employed due to discrimination or other employment barriers.

The ACS definition of disability is similar to the 503 ADA definition of disability, but it is narrower in scope. So while the ACS data is not perfect, it is the best disability data source available.

The goal will, for the first time, provide contractors with a quantitative yardstick against which they can measure the success of their outreach and recruitment efforts. And help them assess whether and where barriers to EEO may still remain.

The new regulations require that contractors apply this goal to each of the job groups that are already under EO-11246 for purposes of prime goals for minorities and women on an annual basis. There is an exception in the rule for the smallest contractors with 100 or fewer employees who have the option of applying the goal to their workforce as a whole.

When the goal is not met in one or more job groups, the contractor must take steps such as assessing its personnel processes, the effectiveness of its outreach and recruiting efforts and the result of its affirmative action program audit to determine whether and where there may be impediments to EEO.

At the contractor identifies any problem areas, it must develop and execute action oriented programs designed to correct them. It is important to note that simply failing to meet the goal is not a violation and will not carry any

penalties. The goal is intended to provide a management tool for analyzing and assessing workplace processes and affirmative action efforts.

Not applying the goal on an annual basis could be a violation. Not doing the other assessments the rule requires to determine if impediments to EEO exists may be a violation. But the mere fact that the goal is not being met does not constitute discrimination or a violation.

Lastly, the new regulation provides that the goal is not an employment floor, ceiling or quota. And should not be used to limit employment opportunities for individuals with disabilities. Next slide.

Now let's take a look at the key provisions of the new regulations under VEVRAA. Next slide.

(Carla):

In regards to the invitation to self-identify, the new regulations eliminate the separate inquiry regarding disabled veteran status. The VEVRAA regulations contain a requirements for contractors to invite applicants to self-identify as a protected veteran.

However, since whether one is a veteran is not something that is likely to change after one has begun employment, in contrast to the new Section 503 regs the VEVRAA regulations do not include a requirement to also invite employees to self-identify.

The new VEVRAA regulations slightly modify the existing self-identification regulations to eliminate the separate inquiry regarding whether an individual is a disabled veteran.

The new regulations require that at the pre-offer stage, the contractor invites applicants to self-identify that she or he is a protected veteran under any category. This invitation may be included with your job application, but the new regulations require only that the invitation be made pre-offer.

At the post offer stage the contractor must invite applicants to self-identify the specific categories of protected veterans to which they belong. And these protected veteran categories are disabled veteran. This is a veteran of the US military, ground, naval or air service who is entitled to compensation or who, but for the receipt of military retired pay, would be entitled to compensation under laws administered by the Secretary of Veteran Affairs, or a person who is a discharged or released from active duty because of a service connected disability. This is under 41CFR60-300.2B4.

Other protected veterans is a veteran who served on active duty in the US military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense. This is 41CFR61-300.2B5.

And Armed Forces service medal, a veteran who while serving on active duty in the US military, ground, naval or air service participated in a United States military operation for which an armed forces service medal was awarded pursuant to Executive Order 12985. That reference that 61FR12093CFR1996COP Page 159, or you can see 41CFR61-300.2B6.

Recently separated veterans is a veteran during the three-year period beginning on the date of such veterans discharged or release from active duty in the US military, ground, naval or air service, under 41CFR61-300.2B7.

Protected veterans means a veteran as defined in 41CFR61-300.2, Paragraph B4 through B7, which is what I just described above.

The new regulations make it clear that the purpose of this post offer requirements is to enable contractors to get the information they must report to vets on the Vets 100A form.

The rule is phrased in terms of the categories that vets requires contractors to report. This way should either the protected veteran category or the Veterans 100A form change in the future, the post offer requirements will automatically change with it.

Contractors are not required to use a specific form as they are when inviting self-identification of disability under Section 503. But, the VEVRAA rule does contain a model invitation to self-identify as a protected veteran in an appendix to the new regulations. Next slide.

Under VEVRAA, contractors are to list all job vacancies with very few exceptions with their state employment service. The new regulations have modified this requirements in a couple of small ways designed to improve the efficiency and effectiveness of this job listing requirement.

For example, the new regulations require that contractors provide their job listing information to the appropriate state employment service in a format that is usable by that employment service. So for example, if a specific state employment service says not to send in faxes, contractors in that state would not be able to submit to their listings via fax.

OFCCP added a new requirement that now mandates contractors to provide with their listing additional information including your status as a federal

contractor, your contact information, your request for priority referrals and to ensure that the information is kept up to date by providing any changes with the next job listing. So if your contact information person changes, you will need to provide that with your next job listing.

This additional information will permit the state employment service to facilitate the priority referral process. It will also provide the state agencies with the necessary information for it to get answers to any questions it may have about any of the contractor's job listings. Next slide.

A significant change in the VEVRAA regulations is a requirement that contractors set an annual hiring benchmark for protected veterans. So the first question -- is this benchmark a goal? No, it is not a goal.

Second question -- why not? All right, let's put it another way. What's the difference between this benchmark and the goal? Well goals, like those under the executive order and the new one under Section 503 generally serve two purposes.

They provide a yardstick by which to measure the success of affirmative action efforts. And they are based on availability, thus they can provide an indication of what should be attainable in your workforce absent workplace barriers.

In the case of protected veterans however, the data regarding availability is very limited. The only availability data is for veterans in general, which is a much larger group than the subset of protected veterans.

So this benchmark is not a goal, as it simply provides you a yardstick against which contractors can measure the success of their affirmative action efforts

to recruit and hire protected veterans, but it cannot be said to be a target. That represents the availability of protected veterans in the workforce.

Failing to meet the benchmark is not a violation and will not carry any penalties. However, failing to establish a benchmark for failing to conduct the required assessments could be violations.

The new regulations provide contractors with the option of two methods for studying their benchmark. The first is to simply use as a benchmark the national percentage of the veterans in the civilian labor force. OFCCP will post this number on our website and update it annually.

Alternatively, the contractor can establish its own individualized benchmark using one, the percentage of veterans in the labor force where the contractor is located; two, the number of veterans who sought services from the state employment service the previous year; three, the number of veterans applicants and hires the previous year; four, assessments of effectiveness of outreach and recruitment and five, any other factors unique to the contractor.

Contractors are required to maintain records related to the benchmark for a minimum of three years. This will allow contractors to take a long-term look at their progress in hiring protected veterans.

Now let's look at a change that affects both Section 503 and VEVRAA. Next slide.

(Carlos): The new regulations add a new paragraph to the EEO cause which requires the contractor to state, and thereby affirm in solicitations and advertisements that it is an equal employment opportunity employer, a veterans protected by VEVRAA and of individuals with disabilities.

This is the same as the requirement under Executive Order 11246 regulations that contractors state that it provides equal opportunity without regard to race, color, religion, sex or national origin.

Were you aware that you qualified as a federal contractor when you received a purchase order stating EEO clauses apply 11, excuse me, 41CFR60-1.4A, 41CFR60-300.5A and 41CFR60-741.5A on the back of the purchase order or on its electronic cousin?

Under the new regulations are these EEO clauses citing the EEO clause in the regulations only by statute reference, still accessible for compliance on your contracts, purchase orders or other supporting subcontracting methodologies?
No.

Although you still don't need to include the entire EEO clause in each regulation, as of March 24, 2014 the new EEO clause by reference for Section 503 and VEVRAA requires more information specifying that the contractor is an equal opportunity employer of protected veterans and individuals with disabilities.

It's a clearer message that lets your subcontractors, vendors and suppliers know that they now may have requirements if they meet OFCCP's threshold. You have done your job and provided the notice. Now it is their job to do the same when they cross their specific thresholds.

The appropriate EEO clauses are found in OFCCP's website. Check the FAQ section, frequently asked questions, and you will easily find the appropriate language for each regulation and a handy sample of a unified version for all the regulations.

So you may still be using that EOEN-F-V-D as your EEO type on your website and advertising. The new regulations call for an update in this tagline.

As of March 24, 2014 your EEO tagline spells out what you mean by the V or E the veteran or vet and disability are the new accessible formats to use in EEO taglines.

It should be noted that contractors using Internet-based or electronic application processes provide electronically notice of employee rights and contractor obligations. So if you're on the web, you are not exempt. Next.

(Carla): What are the implications of these two new regulations? With these regulations requirements to apply the goal and benchmark, to assess the effectiveness of outreach and recruitment activities and to document the numbers of applicants and hires that are people with disabilities or protected veterans really reemphasize to contractors the importance of meeting their affirmative action obligations. And provides them with tools to better assess their outreach and recruitment efforts. Next slide.

Brenda Stewart: Hello?

(Carla): So we're going to go over some questions, or I believe Brenda you have the next slide?

Brenda Stewart: Okay thank you (Carla). We are going to address some of the questions that have come into our chat boxes. And we have (Leo Lestino) from the policy division that will be assisting in answering and reviewing these questions. So I'm going to turn the phone line now over to (Leo).

(Leo Lestino): Okay thank you. Thanks everyone for joining us. We're going to address the questions that we got, at the registration phase and over the course of the webinar.

It seems like there's several (unintelligible) who work with or work for banks. And you're asking about whether they are considered federal contractors. So OFCCP position has always been that financial institutions with federal share and deposit insurance with either the FDIC, the Federal Deposit Insurance Company, or credit unions for the National Credit Union Authority are considered to be federal government contractors by virtue of the fact that they have federal share and deposit insurance.

So if you meet the thresholds for either Section 503 or VEVRAA, you would be covered. You would be considered a federal contractor under our regulations. So I just wanted to address that issue because it came up several times during the chat. And we want to make sure that that's addressed.

There was - there are a couple of self-ID questions that came in. There was one question that was asking whether there is a prohibition against asking for veteran category at the pre-offer stage? And actually that's a great question.

If you noticed that there are (two) different requirements, minimum requirements for what you're going to be asking at the pre-offer and the post offer stage for - under VEVRAA for veterans.

However, there is no prohibition because the ranks themselves permit you to use the sample form that we provided in Appendix B for both the pre-offer and the post offer self-ID invitations under VEVRAA. And that Appendix B, that sample form asks the questions that are required under the pre-offer stage.

So that's the short answer is there is no prohibition. You can ask for veteran category at the pre-offer stage as long as you meet all of the minimum requirements that the regs also spell out.

There were several people, the folks that asked whether there are Sample AEBs? Well there are sample AEBs that are going to be updated. And the answer to that is yes. We are trying to get those Sample AEBs updated. We're trying to get new sample AEBs for Section 503 and VEVRAA updated and uploaded on our site and to make that available to everyone as soon as we can.

So just keep a lookout for that. Once they are uploaded, we'll make sure to send a blast out to all our stakeholders so we can get that information to you guys.

Another question with regard to self-ID. What wording is required on the vets and disability quotes? So I think Carla and Carlos did a really great job of outlining the different self-ID requirements for Section 503 and VEVRAA.

The short answer is there is a required form under Section 503. And if you're looking for required wording, well that's the form. You have to use the form. You cannot deviate from what the form says.

For VEVRAA there is no required form. There's minimum requirements under the regs. And there's a sample form in Appendix B, but there is no required form.

Let's see. There was one question that was asking if a vendor with under \$10,000 in contracts, are they required to do the self-ID disability invitation and assessment? Or is that only for contractors with \$50,000?

So the disability self-ID and the veteran self-ID and assessments for the affirmative action programs, veteran programs are part of the affirmative action requirements 300.44 and 741.44. And those - all those requirements under 44 don't kick in until you meet the thresholds, the 50,000 and 50 employee threshold for 503 and the 100K and 50 employee threshold under VEVRAA. So until you meet those, those are not - those don't - the self-ID requirements don't kick in yet.

We have - yes, I think that's the majority of the questions that we have in chat right now.

Brenda Stewart: Yes and I'm seeing a lot of questions about that coverage. If you could just emphasize that the contract amount that determines that you are a contractor versus the requirements for affirmative action programs...

((Crosstalk))

(Leo Sino): Okay yes. So that's great. The contract amounts, so if you look at the regulations, they're divided into different subparts. To be counted as a federal contractor, to be covered by the nondiscrimination and the EEO clause requirements under subparts A and B that - those contractors - contract amount is under Section 503 are \$10,000.

And for VEVRAA it's \$100,000. So for those non-discrimination and EEO clause provisions, there is no employee threshold, right. But once you get to Subpart C where you get to the affirmative action program requirements, the thresholds include employee thresholds.

So and now for Section 503 you need to have \$50,000 and 50 employees to meet that threshold. And for VEVRAA you need to have \$100,000 and 50

employees to meet the threshold. So I want to make sure that the jurisdictional thresholds are clear in terms of when the non-discrimination and EEO clause provisions apply and when the affirmative action provisions apply.

Brenda Stewart: Thanks (Leo), yes because I see quite a few questions that indicate some confusion about that. And I'm glad you could clarify. You see anything else? We have a lot, again, a lot of repetitive questions. And we have some questions that are off topic. And we're staying focused on the changes to VEVRAA and 503.

Okay, and again if we were not able to get to your question today, please take advantage - (Sheri) can you go to the next slide? Please take advantage of our help desk line. You see the phone number, 1-800-397-6251 where you can call and ask your question. A live person will answer that phone or maybe leave a voicemail message. They will return your call very shortly.

You can also submit an email to the OFCCF public email box. But most importantly I want to direct your attention to our website because it includes a wealth of information that will be very, very useful to you.

We have fact pages. We have FAQs. We have a link to the regulations themselves. So I really suggest that you go to our website and familiarize yourself with those materials.

In addition, we update it regularly. More FAQs are being added. More resource materials are being added. And there is a link on the DOL homepage where you can subscribe to email updates.

So when anything changes, something new gets added to the website, you'll receive an email from the DOL, Department of Labor notifying you to check out the website and something new has been posted.

Okay, I want to thank (Carla) and (Carlos). Thank you guys so much for your presentation and for taking the time to be with us today, as well as to our audience members. I received a lot of questions of course about the presentation and the recording. That will eventually be posted on OFCCP's website.

It's not something I can send you today. But if you check the website, and again that will be - you subscribe to those email updates and you'll get a notice when it's posted on the website. But it will be eventually posted on the OFCCP website.

I think that is it for today. Thank you to our presenters. Thank you to (Leo). And thank you all for tuning in. Make sure you do search for our update - our website because we continue to do more of these outreach webinars. And dates will be posted on there. So thank you for joining us today.

END