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**From:**  
**To:** Huete, Marc C - OASAM OCIO  
**CC:** Seely, Christopher - OFCCP  
**Sent:** 9/23/2020 5:36:47 PM  
**Subject:** RE: EO Hotline

Marc – thank you! The list of users should be the following for now:

Tina Williams  
Chris Seely  
Patty Davidson  
Valarie Todd

**From:** Huete, Marc C - OASAM OCIO <(b) 6>  
**Sent:** Wednesday, September 23, 2020 5:26 PM  
**To:** EnterpriseUC <(b) 6@dol.gov>; Enterprise Service Desk <(b) 6@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <(b) 6@dol.gov>; Seely, Christopher - OFCCP <(b) 6@dol.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: (b) 6  
Cell: 202 (b) 6  
Email: (b) 6@dol.gov

**From:** Smith, Kelley - OFCCP <(b) 6@dol.gov>  
**Sent:** Wednesday, September 23, 2020 4:58 PM  
**To:** Huete, Marc C - OASAM OCIO <(b) 6@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <(b) 6@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <(b) 6@dol.gov>  
**Date:** September 23, 2020 at 3:20 PM  
**To:** "Leung, Kenneth - OFCCP" <(b) 6@dol.gov>, "Spalding, Candice - OFCCP"

< b(6) @dol.gov >  
Subject: FW: EO Hotline

What do we need to do to get this done asap?

From: Williams, Tina T - OFCCP < b(6) @dol.gov >  
Sent: Wednesday, September 23, 2020 3:24 PM  
To: Smith, Kelley - OFCCP < b(6) @dol.gov >  
Cc: Seely, Christopher - OFCCP < b(6) @dol.gov >  
Subject: FW: EO Hotline  
Importance: High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
Sent: Wednesday, September 23, 2020 1:16 PM  
To: Williams, Tina T - OFCCP < b(6) @dol.gov >  
Cc: Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP < b(6) @dol.gov >; Dankowitz, Beverly - SOL < b(6) @dol.gov >; Bickerstaffe, Keir - < b(6) @dol.gov >; Gean, Lissette - OFCCP < b(6) @dol.gov >  
Subject: EO Hotline  
Importance: High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246.

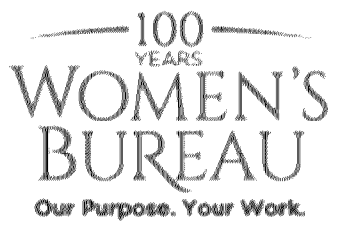
(b) 5

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
U.S. Department of Labor  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) 693- b(6)  
(202) 693- b(6)



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**From:**  
**To:** Lujan, Theresa - OFCCP; Seely, Christopher - OFCCP; Huete, Marc C - OASAM OCIO  
**CC:** Smith, Kelley - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 4:48:20 PM  
**Subject:** RE: Request is REQ0108450

Theresa -

**From:** Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 4:47 PM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

I tried to record the message and it still goes back to the default message.

Theresa

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 1:39 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>; Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc,

Looping in others. We need to be able to record our hotline message today, per Director Leen. I also tried the instructions, and they don't work.

Chris Seely

202- <b(6)>

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 1:27 PM  
**To:** Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

I'll reach back to UC for additional instruction.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: <b(6)>  
Cell: 202- <b(6)>  
Email: <b(6)>

**From:** Lujan, Theresa - OFCCP [redacted]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Huete, Marc C - OASAM OCIO [redacted]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP [redacted]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc the number didn't work for the voicemail recording. We followed these instructions

To record the prompt, please use the instruction below:

- 1) Dial number: [redacted] (b) 6
- 2) Enter the recording ID [redacted] (b) 6 followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

**From:** Lujan, Theresa - OFCCP  
**Sent:** Friday, September 25, 2020 11:54 AM  
**To:** Huete, Marc C - OASAM OCIO [redacted] (b) 6 [redacted]@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc we are going to do the voicemail recording for [redacted] (b) 6. You sent this number and recording ID [redacted] (b) 6. 2) Enter the recording ID [redacted] (b) 6 and I need to verify that this is the number we use to record the voicemail message.

Theresa

**From:** Huete, Marc C - OASAM OCIO [redacted] (b) 6 [redacted]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <[redacted]@dol.gov>; Lujan, Theresa - OFCCP [redacted]@dol.gov>  
**Cc:** vramram, Tina T - O [redacted]@dol.gov>; Gean, Lissette - OFCCP [redacted]@dol.gov>; Smith, Kelley - OFCCP [redacted] (b) 6 [redacted]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [redacted] (b) 6  
Cell: 2 [redacted] (b) 6  
Email: [redacted] (b) 6

**From:** Seely, Christopher - OFCCP <[redacted]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:18 PM

To: Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
Cc: Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>; Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
Subject: RE: Request is REQ0108450  
Importance: High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely

202-[b(6)]

From: Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
Sent: Friday, September 25, 2020 10:33 AM  
To: Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
Subject: RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the [OFCCPCOMPLAINTHOTLINE@DOL.GOV](mailto:OFCCPCOMPLAINTHOTLINE@DOL.GOV) box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from ESD.

Theresa

From: Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
Sent: Friday, September 25, 2020 10:33 AM  
To: Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>; Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
Subject: RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

202-[b(6)]

From: Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
Sent: Friday, September 25, 2020 10:32 AM  
To: Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
Subject: FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]

Cell: 202-[b(6)]

Email: [b(6)]@dol.gov

From: Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>  
Sent: Friday, September 25, 2020 12:50 PM

To: Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@DOL.gov>; Smarra, Aric - OASAM OCIO <[b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <[b(6)]@dol.gov>; Glover, Edward - OASAM OCIO CTR <[b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO <[b(6)]@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[b(6)]@dol.gov>  
Cc: Enterprise Service Desk <[b(6)]@dol.gov>  
Subject: RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

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Monte T. Kano

Senior Systems Engineer  
Tier 3 - Cloud Messaging | Windows Admins  
OASAM | OCIO | ITOS | Operations  
U.S. Department of Labor  
801.233.4918



From: Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
Sent: Friday, September 25, 2020 6:35 AM  
To: Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]@dol.gov>; Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@DOL.gov>; Smarra, Aric - OASAM OCIO <[b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <[b(6)]@dol.gov>; Glover, Edward - OASAM OCIO CTR <[b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO <[b(6)]@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[b(6)]@dol.gov>  
Cc: Enterprise Service Desk <[b(6)]@dol.gov>  
Subject: FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPCComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

DOL008490

Phone: [b(6)] 58  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 5:25 PM  
**To:** Peng, Leisheng - OASAM OCIO CTR [b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <[b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR [b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR [b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Enterprise Service Desk [b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave, N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO [b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR <[b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR [b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher Seely [b(6)]
- Theresa Lujan [b(6)]
- Brenda Williams-Stewart [b(6)]
- Ivan Brown [b(6)]
- Marcia Venters [b(6)]
- Sumit Dasgupta [b(6)]

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-[b(6)] to this workgroup. **(Completed)**
3. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the



users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for OFCCP\_DC\_Washington\_DPPPD specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202- b(6)
- 2) Enter the recording ID b(6) followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial 202- b(6) the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov).

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

b(6) office  
mobile  
@dol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR b(6) @dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO b(6) @dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO b(6) @dol.gov>; Arrington, Nathaniel C - OASAM OCIO b(6) @dol.gov>; Peng, Leisheng - OASAM OCIO CTR b(6) @dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB.N4416  
VoIP-IVR Support Desk - 202-  
Main - **b(6)**  
Email: **b(6)**@dol.gov



**From:** Huete, Marc C - OASAM OCIO **b(6)**@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:25 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO CT **b(6)**@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO **b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**@dol.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - OFCCP **b(6)**>; Fort, Harvey D - OFCCP  
**b(6)**<>; Enterprise Service Desk  
**b(6)**>; EnterpriseUC **b(6)**>  
**Cc:** Smith, Kelley - OFCCP **b(6)**>; Williams, Tina T - OFCCP **b(6)**>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]@dol.gov

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM <[REDACTED]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202 [REDACTED]

**From:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <[REDACTED]@dol.gov>; Enterprise Service Desk <[REDACTED]@dol.gov>  
**Cc:** Smith, Kelley <[REDACTED]@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]@dol.gov

**From:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Huete, Marc C - OASAM OIG <[REDACTED]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <[REDACTED]@dol.gov>  
**Date:** September 23, 2020 at 3:16 PM  
**To:** "Leung, Kenneth - OFCCP" <[REDACTED]@dol.gov>, "Spalding, Candice - OFCCP" <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Bickerstaffe, Keir - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing

such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246; (b) 5

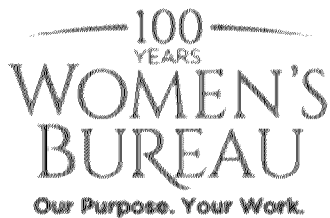
(b) 5

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) (b)(6) (Phone)  
(202) 693-1304 (Fax)



---

**From:** Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>  
**To:** Williams, Tina T - OFCCP  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Dankowitz, Beverly - SOL; Bickerstaffe, Keir - SOL; Gean, Lissette - OFCCP  
**Sent:** 9/23/2020 1:33:52 PM  
**Subject:** Re: EO Hotline

Thanks. Please aim to have it up on Friday. OSEC wants to see what we are posting before it goes live. Thanks.

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---

**From:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:32:50 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Bickerstaffe, Keir - SOL <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: EO Hotline

Craig, I have reviewed the EO and I am trying to figure out some of options. Tina

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Bickerstaffe, Keir - SOL <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

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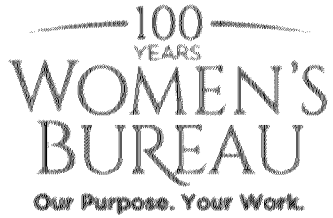
[REDACTED]

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, D.C. 20210  
(202) **b(6)** (Phone)  
(202) 693-1304 (Fax)



**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Gean, Lissette - OFCCP  
**Sent:** 9/23/2020 1:32:50 PM  
**Subject:** RE: EO Hotline

What EO?

Chris Seely

202- [b(6)]

**From:** Gean, Lissette - OFCCP [b(6)]  
**Sent:** Wednesday, September 23, 2020 10:22 AM  
**To:** Seely, Christopher - OFCCP [b(6)]>  
**Subject:** FW: EO Hotline  
**Importance:** High

FYI

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Dankowitz, Beverly - SOL [b(6)]@dol.gov>; Bickerstaffe, Keir - [b(6)]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. [b(5)]

[b(5)]

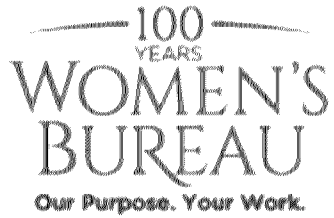
Please include information on our OFCCP webpage regarding the hotline.

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Craig



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(202) **b(6)** Phone)  
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---

**From:** Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>  
**To:** Kilberg, Andrew G - OSEC; Swearingen, Brett A - OSEC; Squitieri, Chad C - OSEC; Taylor, Timothy J - SOL  
**Sent:** 9/23/2020 1:31:59 PM  
**Subject:** Re: EO Hotline

Of course, will do.

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---

**From:** Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:30:56 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Subject:** RE: EO Hotline

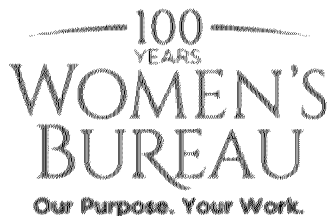
Thanks, Craig! We'd like to see what the website will say before it goes live. It would be great for this to go live this week, but it's probably ok for it happen next week, too.

**Andrew G. I. Kilberg**  
Counselor to the Secretary  
U.S. Department of Labor  
202- b(6)

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:17 PM  
**To:** Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

FYI.

Craig E. Leen  
OFCCP Director



**From:** Leen, Craig - OFCCP  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir -

DOL008501

SOL [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>

Subject: EO Hotline

Importance: High

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“The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor’s obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate.”

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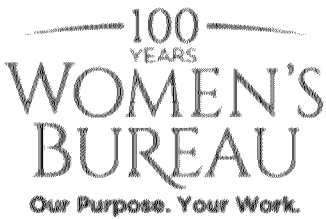
[b(5)]

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Thanks,  
Craig

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200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) [b(6)] (Phone)  
(202) 693-1304 (Fax)



---

**From:** Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>  
**To:** Seely, Christopher - OFCCP  
**Sent:** 9/23/2020 1:35:02 PM  
**Subject:** FW: EO Hotline

The one issued late yesterday: <https://www.whitehouse.gov/presidential-actions/executive-order-combating-race-sex-stereotyping/>

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:34 PM  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir - SOL <b(6)@dol.gov>; Gean, Lissette - OFCCP <G>  
**Subject:** Re: EO Hotline

Thanks. Please aim to have it up on Friday. OSEC wants to see what we are posting before it goes live. Thanks.

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---

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:32:50 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir - SOL <b(6)@dol.gov>; Gean, Lissette - OFCCP <G>  
**Subject:** RE: EO Hotline

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**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir - SOL <b(6)@dol.gov>; Gean, Lissette - OFCCP <G>  
**Subject:** EO Hotline  
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(b) 5

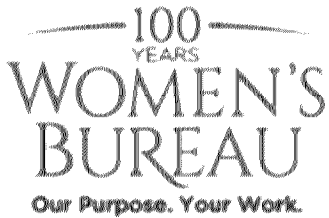
(b) 5

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Washington, DC 20210  
(202) (b)(6) (Phone)  
(202) 693-1304 (Fax)



---

**From:** Gaglione, Robert J - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=1488B4650B734927906FED5870AB9642-GAGLIONE, R>  
**To:** Leen, Craig - OFCCP  
**Sent:** 9/23/2020 2:07:13 PM  
**Subject:** EO Hotline / Call from Matt this afternoon

FYI – Matt just called me and offered his assistance to “take the lead” on our response to the new EO. I told him that you asked Policy to set up the hotline and add a reference to it on our website. Matt also offered to draft a Directive for the new EO, but I told him that we have not yet discussed whether to add a Directive. He also asked to be included in our noon calls and I told him those were only for the Director, Deputy Directors and Chief of Staff. I expect he may ask you to join us at the noon meeting. Finally, he asked me about your meeting this afternoon with Andrew, Brett and Chad, which he saw on your calendar. Bob

---

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:34 PM  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir - SOL <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** Re: EO Hotline

Thanks. Please aim to have it up on Friday. OSEC wants to see what we are posting before it goes live. Thanks.

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---

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:32:50 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir - SOL <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
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**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir - SOL <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
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**Importance:** High

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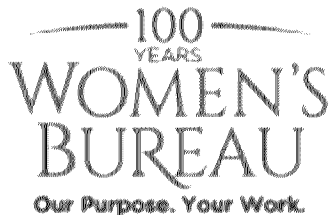
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**U.S. Department of Labor**  
200 Constitution Avenue, NW  
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Washington, DC 20210  
(202) (b)(6) Phone)  
(202) 693-1304 (Fax)



---

**From:** Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>  
**To:** Williams, Tina T - OFCCP  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Dankowitz, Beverly - SOL; Bickerstaffe, Keir - SOL; Gean, Lissette - OFCCP  
**Sent:** 9/23/2020 1:42:47 PM  
**Subject:** Re: EO Hotline  
**Attachments:** image001.png

I have support from OSEC for the approach I've outlined below. If you have any proposed additions, please let me know at today's meeting at latest. Thanks.

Sent from my iPhone

On Sep 23, 2020, at 1:33 PM, Leen, Craig - OFCCP <Leen.Craig@dol.gov> wrote:

Thanks. Please aim to have it up on Friday. OSEC wants to see what we are posting before it goes live. Thanks.

[Get Outlook for iOS](#)

---

**From:** Williams, Tina T - OFCCP [REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:32:50 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [REDACTED]@dol.gov>; Dankowitz, Beverly - SOL [REDACTED]@dol.gov>; Bickerstaffe, Keir - [REDACTED]@dol.gov>; Gean, Lissette - OFCC [REDACTED]@dol.gov>  
**Subject:** RE: EO Hotline

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**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP [REDACTED]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Bickerstaffe, Keir - [REDACTED]@dol.gov>; Gean, Lissette - OFCC [REDACTED]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

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(b) 5

(b) 5

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
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<image001.png>

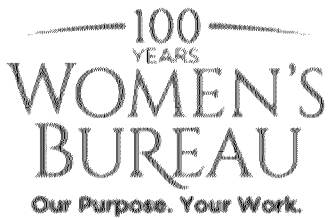
**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Leen, Craig - OFCCP; Bickerstaffe, Keir - SOL  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Dankowitz, Beverly - SOL; Gean, Lissette - OFCCP; Seely, Christopher - OFCCP  
**Sent:** 9/23/2020 2:45:26 PM  
**Subject:** RE: EO Hotline

Understood.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 2:44 PM  
**To:** Bickerstaffe, Keir - SOL <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Gean, Lissette - <b(6)@dol.gov>; Seely, Christopher - C <b(6)@dol.gov>  
**Subject:** RE: EO Hotline

Tina, please ensure that the hotline is up by Friday as I've indicated. We will run the proposed webpage by OSEC, SOL, and OPA prior to it becoming live. I've already run this plan by OSEC and SOL FO. WE have the go to proceed as long as we run the page by them before it goes public. Thanks, Craig

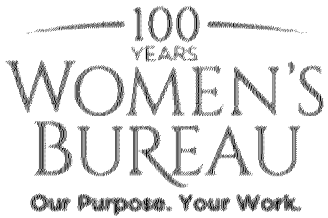
Craig E. Leen  
OFCCP Director



**From:** Leen, Craig - OFCCP  
**Sent:** Wednesday, September 23, 2020 2:42 PM  
**To:** Bickerstaffe, Keir - SOL <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Gean, Lissette - <b(6)@dol.gov>; Seely, Christopher - O <b(6)@dol.gov>  
**Subject:** RE: EO Hotline

Keir, I agree that the new EO cannot be enforced until then, but EO 11246 certainly can be, and we will proceed to do so now. We can set up a time to speak with OSEC, the Deputy Solicitor, you and Bev, if you'd like. The EO is very clear that the hotline can take complaints under EO 11246, and it can do this now. Race and sex stereotyping and scapegoating in employment training programs and employment policies generally are illegal under EO 11246, under both the affirmative and nondiscrimination obligations. It is my understanding that OSEC has the same view, and I've consulted with the Deputy Solicitor. Thanks, Craig

Craig E. Leen  
OFCCP Director



**From:** Bickerstaffe, Keir - SOL **b(6)** @dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:37 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Williams, Tina T - OFCCP <**b(6)** @dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <**b(6)** @dol.gov>; Dankowitz, Beverly - SOL <**b(6)** @dol.gov>; Gean, Lissette - **b(6)** @dol.gov>  
**Subject:** RE: EO Hotline

Section 9 of the Executive Order provides that the obligations in Section 4 (pertaining to federal contractors) attach only to contracts entered into 60 days after the issuance of the Order, that is, November 21, 2020. Therefore, there is no possible enforcement action that OFCCP could take under this EO until that time.

**(b) 5**

Keir Bickerstaffe  
 Counsel for Interpretation and Advice, SOL-CRLM  
 (202) **b(6)**

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <**b(6)** @dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <**b(6)** @dol.gov>; Dankowitz, Beverly - SOL <**b(6)** @dol.gov>; Bickerstaffe, Keir - **b(6)** @dol.gov>; Gean, Lissette - OFCCP <**b(6)** @dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. **(b) 5**

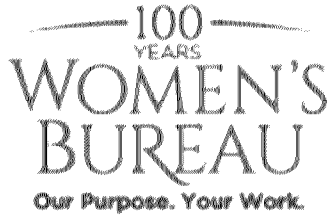
**(b) 5**

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

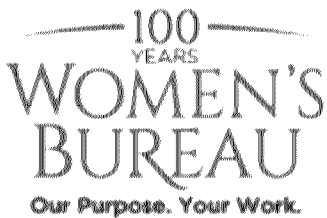
Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) **b(6)** (Phone)  
(202) 693-1304 (Fax)



**From:** Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>  
**To:** Dankowitz, Beverly - SOL; Bickerstaffe, Keir - SOL; Williams, Tina T - OFCCP  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Gean, Lissette - OFCCP; Seely, Christopher - OFCCP  
**Sent:** 9/23/2020 2:59:49 PM  
**Subject:** RE: EO Hotline

Understood. I support focusing more of our message on stereotyping than [REDACTED] (b) 5  
[REDACTED] (b) 5 In  
the employment context, that seems very problematic and similar to stereotyping. Thanks.

Craig E. Leen  
OFCCP Director



**From:** Dankowitz, Beverly - SOL [REDACTED] (b) 6 <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:49 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Bickerstaffe, Keir - SOL [REDACTED] (b) 6 <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP [REDACTED] (b) 6 <[REDACTED]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [REDACTED] (b) 6 <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP [REDACTED] (b) 6 <[REDACTED]@dol.gov>; Seely, Christopher - OFCCP [REDACTED] (b) 6 <[REDACTED]@dol.gov>  
**Subject:** RE: EO Hotline

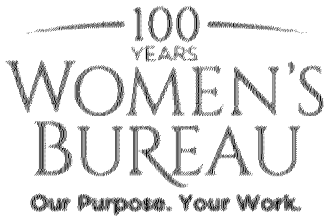
[REDACTED] (b) 5

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 2:42 PM  
**To:** Bickerstaffe, Keir - SOL [REDACTED] (b) 6 <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED] (b) 6 <[REDACTED]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [REDACTED] (b) 6 <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL [REDACTED] (b) 6 <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP [REDACTED] (b) 6 <[REDACTED]@dol.gov>; Seely, Christopher - OFCCP [REDACTED] (b) 6 <[REDACTED]@dol.gov>  
**Subject:** RE: EO Hotline

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[REDACTED] (b) 5  
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Craig E. Leen  
OFCCP Director



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**Sent:** Wednesday, September 23, 2020 2:37 PM  
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**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Dankowitz, Beverly - SOL <[b(6)]@dol.gov>; Gean, Lissette - [b(6)]@dol.gov>  
**Subject:** RE: EO Hotline

Section 9 of the Executive Order provides that the obligations in Section 4 (pertaining to federal contractors) attach only to contracts entered into 60 days after the issuance of the Order, that is, November 21, 2020. Therefore, there is no possible enforcement action that OFCCP could take under this EO until that time.

[b(5)]

Keir Bickerstaffe  
 Counsel for Interpretation and Advice, SOL-CRLM  
 (202) [b(6)]

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**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Dankowitz, Beverly - SOL [b(6)]@dol.gov>; Bickerstaffe, Keir - [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

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Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246 [b(5)]

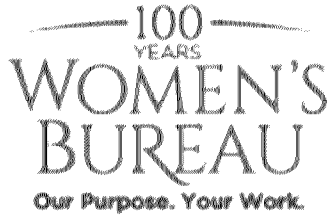
[b(5)]

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) **b(6)** (Phone)  
(202) 693-1304 (Fax)



---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Todd, Valerie - OFCCP; Lujan, Theresa - OFCCP; Jordan, Lisa M - OFCCP  
**Sent:** 9/23/2020 2:35:35 PM  
**Subject:** FW: EO Hotline

Just an FYI at this point, for situational awareness.

Chris Seely

202 [b(6)]

**From:** Gean, Lissette - OFCCP [b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 10:51 AM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[b(6)]@dol.gov>; Dankowitz, Beverly - SOL <[b(6)]@dol.gov>; Bickerstaffe, Keir - SOL <[b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: EO Hotline

Hi,

I'm looping in Chris.

Thanks,  
Lissette

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:43 PM  
**To:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[b(6)]@dol.gov>; Dankowitz, Beverly - SOL <[b(6)]@dol.gov>; Bickerstaffe, Keir - SOL <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>  
**Subject:** Re: EO Hotline

I have support from OSEC for the approach I've outlined below. If you have any proposed additions, please let me know at today's meeting at latest. Thanks.

Sent from my iPhone

On Sep 23, 2020, at 1:33 PM, Leen, Craig - OFCCP <Leen.Craig@dol.gov> wrote:

Thanks. Please aim to have it up on Friday. OSEC wants to see what we are posting before it goes live. Thanks.

Get [Outlook for iOS](#)

---

**From:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:32:50 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP



**b(6)**

[dol.gov](mailto:dol.gov); Dankowitz, Beverly - SOL  
[dol.gov](mailto:dol.gov); Gean, Lissette - OFCCP

**b(6)**

[dol.gov](mailto:dol.gov); Bickerstaffe, Keir - SOL

Subject: RE: EO Hotline

Craig, I have reviewed the EO and I am trying to figure out some of options. Tina

From: Leen, Craig - OFCCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>

Sent: Wednesday, September 23, 2020 1:16 PM

To: Williams, Tina T - OFCCCP <**b(6)**[dol.gov](mailto:dol.gov)>

Cc: Gaglione, Robert J - OFCCCP <[Gaglione.Robert.J@dol.gov](mailto:Gaglione.Robert.J@dol.gov)>; Davidson, Patricia J - OFCCCP

**b(6)**

[dol.gov](mailto:dol.gov); Dankowitz, Beverly - SOL <[dol.gov](mailto:dol.gov)>; Gean, Lissette - OFCCP

**b(6)**

[dol.gov](mailto:dol.gov); Bickerstaffe, Keir - [dol.gov](mailto:dol.gov)

Subject: EO Hotline

Importance: High

Tina,

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"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246.

**(b) 5**

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) **b(6)** (Phone)  
(202) 693-1304 (Fax)

<image001.png>

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Williams, Tina T - OFCCP (Williams.Tina.T@dol.gov)  
**CC:** Smith, Kelley - OFCCP; Huete, Marc C - OASAM OCIO  
**Sent:** 9/23/2020 5:49:11 PM  
**Subject:** RE: EO Hotline

Tina –

Do you want Help Desk staff answering the hotline for the time being? If so, I'll provide the list of names to Marc.

Thanks,

Chris Seely

202- [b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <[b(6)]@dol.gov>; Enterprise Service Desk <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - [b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** Fwd: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave, N.W., Room N3416 x64

Phone: [b(6)]  
Cell: 2 [b(6)]  
Email: [b(6)]@dol.gov

**From:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 4:58 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <[b(6)]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" [b(6)]@dol.gov>  
**Date:** September 23, 2020 at 3:24 PM  
**To:** "Leung, Kenneth - OFCCP" [b(6)]@dol.gov>, "Spalding, Candice - OFCCP" [b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 3:24 PM  
**To:** Smith, Kelley - OFCCP [b(6)]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP [b(6)]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Dankowitz, Beverly - SOL [b(6)]@dol.gov>; Bickerstaffe, Keir - [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

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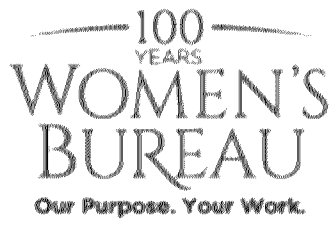
Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
U.S. Department of Labor

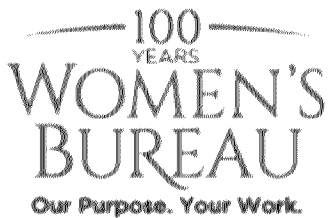
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**To:** Dankowitz, Beverly - SOL; Bickerstaffe, Keir - SOL; Williams, Tina T - OFCCP  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Gean, Lissette - OFCCP; Seely, Christopher - OFCCP  
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**Subject:** RE: EO Hotline

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(b) 5 In  
the employment context, that seems very problematic and similar to stereotyping. Thanks.

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OFCCP Director



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**Sent:** Wednesday, September 23, 2020 2:49 PM  
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**Subject:** RE: EO Hotline

We'll have to talk more about (b) 5  
(b) 5

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 2:44 PM  
**To:** Bickerstaffe, Keir - SOL <(b) 6@dol.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Dankowitz, Beverly - SOL <(b) 6@dol.gov>; Gean, Lissette - OFCCP <(b) 6@dol.gov>; Seely, Christopher - OFCCP <(b) 6@dol.gov>  
**Subject:** RE: EO Hotline

Tina, please ensure that the hotline is up by Friday as I've indicated. We will run the proposed webpage by OSEC, SOL, and OPA prior to it becoming live. I've already run this plan by OSEC and SOL FO. WE have the go to proceed as long as we run the page by them before it goes public. Thanks, Craig

Craig E. Leen  
OFCCP Director



From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

Sent: Wednesday, September 23, 2020 2:42 PM

To: Bickerstaffe, Keir - SOL **(b)(6)** @dol.gov>; Williams, Tina T - OFCCP **(b)(6)** @dol.gov>

Cc: Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP

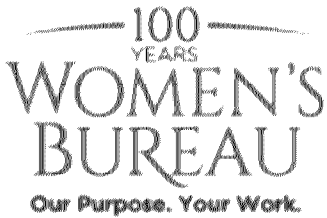
**(b)(6)** @dol.gov>; Dankowitz, Beverly - SOL **(b)(6)** @dol.gov>; Gean, Lissette - **(b)(6)** @dol.gov>; Seely, Christopher - C **(b)(6)** @dol.gov>

Subject: RE: EO Hotline

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**(b) 5**  
**(b) 5** It is my understanding that OSEC has the same view, and I've consulted with the Deputy Solicitor. Thanks, Craig

Craig E. Leen  
OFCCP Director



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Sent: Wednesday, September 23, 2020 2:37 PM

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Cc: Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP

**(b)(6)** @dol.gov>; Dankowitz, Beverly - SOL <**(b)(6)** @dol.gov>; Gean, Lissette - **(b)(6)** @dol.gov>

Subject: RE: EO Hotline

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**(b) 5**

Keir Bickerstaffe  
Counsel for Interpretation and Advice, SOL-CRLM

**(b)(6)**

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Sent: Wednesday, September 23, 2020 1:43 PM

To: Williams, Tina T - OFCCP <**(b)(6)** @dol.gov>

Cc: Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP

**(b)(6)** @dol.gov>; Dankowitz, Beverly - SOL <**(b)(6)** @dol.gov>; Bickerstaffe, Keir -

SOL < [b(6)]@dol.gov>; Gean, Lissette - OFCCP < [b(6)]@dol.gov>  
**Subject:** Re: EO Hotline

I have support from OSEC for the approach I've outlined below. If you have any proposed additions, please let me know at today's meeting at latest. Thanks.

Sent from my iPhone

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:34 PM  
**To:** Williams, Tina T - OFCCP < [b(6)]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP < [b(6)]@dol.gov>; Dankowitz, Beverly - SOL < [b(6)]@dol.gov>; Bickerstaffe, Keir - SOL < [b(6)]@dol.gov>; Gean, Lissette - OFCCP < [b(6)]@dol.gov>  
**Subject:** Re: EO Hotline

Thanks. Please aim to have it up on Friday. OSEC wants to see what we are posting before it goes live. Thanks.

Get [Outlook for iOS](#)

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP < [b(6)]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP < [b(6)]@dol.gov>; Dankowitz, Beverly - SOL < [b(6)]@dol.gov>; Bickerstaffe, Keir - SOL < [b(6)]@dol.gov>; Gean, Lissette - OFCCP < [b(6)]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246 [b(5)]

[b(5)]

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen

Director, Office of Federal Contract Compliance Programs

**U.S. Department of Labor**

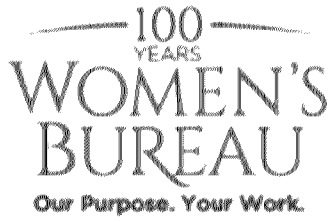
200 Constitution Avenue, NW

Room C3325

Washington, DC 20210

(202) **b(6)** (Phone)

(202) 693-1304 (Fax)





**From:** Fort, Harvey D - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6F10EDEB3ED442E3A4F1B0EF426F9703-FORT, HARVE>  
**To:** Huete, Marc C - OASAM OCIO; Seely, Christopher - OFCCP; Enterprise Service Desk; EnterpriseUC  
**CC:** Smith, Kelley - OFCCP; Williams, Tina T - OFCCP  
**Sent:** 9/24/2020 8:51:52 AM  
**Subject:** RE: Request is REQ0108450

I just approved it!

Thank you both!

Harvey

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Fort, Harvey D - OFCCP <b(6)@dol.gov>; Enterprise Service Desk <b(6)@dol.gov>; EnterpriseUC <b(6)@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: b(6)  
Cell: 2 b(6)  
Email: b(6)@dol.gov

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202- (b)(6)

**From:** Huete, Marc C - OASAM OCIO <(b)(6)@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <(b)(6)@dol.gov>; Enterprise Service Desk <(b)(6)@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <(b)(6)@dol.gov>; Seely, Christopher - OFCCP <(b)(6)@dol.gov>; Williams, Tina T - OFCCP <(b)(6)@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete  
 Office of the Chief Information Officer (OCIO)  
 Division of Client Engagement  
 200 Constitution Ave. N.W., Room N3416 x64

Pho (b)(6)  
 Cel (b)(6)  
 Em (b)(6)@dol.gov

**From:** Smith, Kelley - OFCCP <(b)(6)@dol.gov>  
**Sent:** Wednesday, September 23, 2020 3:20 PM  
**To:** Huete, Marc C - OASAM OCIO <(b)(6)@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <(b)(6)@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <(b)(6)@dol.gov>  
**Date:** September 23, 2020 at 3:20 PM  
**To:** "Leung, Kenneth - OFCCP" <(b)(6)@dol.gov>, "Spalding, Candice - OFCCP"

**b(6)**

@dol.gov>

**Subject: FW: EO Hotline**

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <[redacted]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Smith, Kelley - OFCCP <[redacted]>  
**Cc:** Seely, Christopher - OFCCP <[redacted]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

**b(6)**

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <[redacted]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[redacted]@dol.gov>; Dankowitz, Beverly - SOL <[redacted]@dol.gov>; Bickerstaffe, Keir - <[redacted]@dol.gov>; Gean, Lissette - OFCCP <[redacted]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

**b(6)**

**b(6)**

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. [redacted] (b) 5

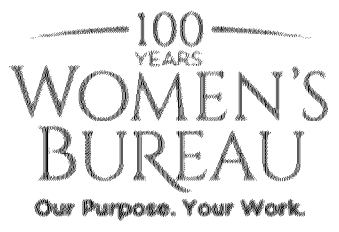
(b) 5

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) [redacted] Phone)  
(202) 693-1304 (Fax)



**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Seely, Christopher - OFCCP; Huete, Marc C - OASAM OCIO  
**Sent:** 9/24/2020 1:47:07 PM  
**Subject:** RE: Request is REQ0108450

Oh gosh, I needed this! LOL!

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 10:23 AM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Sheesh, I get no respect!

Chris Seely

202- b(6)

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 10:23 AM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Because they want to make sure Chris Seely isn't making unnecessary charges against the agency.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave, N.W., Room N3416 x64

Phone: b(6)

Cell: b(6)  
Email: b(6)@dol.gov

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 10:23 AM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc – why did Harvey have to approve it?

Chris Seely

202- b(6)

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 5:42 AM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Fort, Harvey D - OFCCP <b(6)@dol.gov>; Enterprise Service Desk <b(6)@dol.gov>; EnterpriseUC <b(6)@dol.gov>

**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** Request is REQ0108450  
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**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

20 [b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
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**To:** EnterpriseUC <[b(6)]@dol.gov>; Enterprise Service Desk <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

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request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: 2 [REDACTED]  
Email: [REDACTED]@dol.gov

**From:** Smith, Kelley - OFCCP [REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Huete, Marc C - OASAM C [REDACTED]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP [REDACTED]@dol.gov>  
**Subject:** Fwd: EO Hotline

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Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" [REDACTED]@dol.gov>  
**Date:** September 23, 2020 at 3:20 PM  
**To:** "Leung, Kenneth - OFCCP" [REDACTED]@dol.gov>, "Spalding, Candice - OFCCP" [REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP [REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Smith, Kelley - OFCCP [REDACTED]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP [REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

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**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP [REDACTED]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [REDACTED]@dol.gov>; Dankowitz, Beverly - SOL [REDACTED]@dol.gov>; Bickerstaffe, Keir - [REDACTED]@dol.gov>; Gean, Lissette - OFCCP [REDACTED]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

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"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

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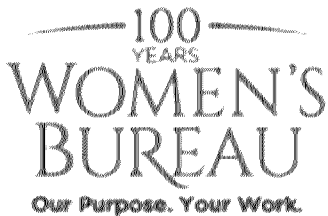
(b) 5

Please include information on our OFCCP webpage regarding the hotline.

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Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) (b)(6) (Phone)  
(202) 693-1304 (Fax)





**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Huete, Marc C - OASAM OCIO; Seely, Christopher - OFCCP  
**CC:** Spalding, Candice - OFCCP; Smith, Kelley - OFCCP  
**Sent:** 9/24/2020 5:20:58 PM  
**Subject:** RE: Request is REQ0108450

Thank you very much!!!!

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 5:00 PM  
**To:** Seely, Christopher - OFCCP <b(6)er@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Spalding, Candice - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

The phone line has been set up. This is record speed, FYI, so huge kudos to the UC team. **They are waiting on OFCCP for a few items, highlighted below.**

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: b(6) 8  
Cell: b(6)  
Email: b(6)@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Atmore, Newton C. - OASAM OCIO <b(6)@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <b(6)@dol.gov>; Verma, Ramana - OASAM OCIO CTR <(b) 6>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <b(6)@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**
  - Christopher Seely b(6)
  - Theresa Lujan b(6)
  - Brenda Williams-Stewart b(6)
  - Ivan Brown b(6)
  - Marcia Venters b(6)
  - Sumit Dasgupta b(6)

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202 **(b)(6)** to this workgroup. **(Completed)**
3. Customer needs to provide a name for the new outlook mailbox. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.  
Note: Temporarily, we configured the mailbox OFCCP-Voicemail-English@dol.gov for this workgroup as a place holder. This mailbox currently is used for OFCCP\_DC\_Washington\_DPPPD specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.
4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: **(b)(6)**
- 2) Enter the recording ID **(b)(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial 202-**(b) 6** the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**(b)(6)** office  
mobile  
@dol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR **(b)(6)** @dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM

**To:** Huete, Marc C - OASAM OCIO **(b)(6)** @dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO **(b)(6)** @dol.gov>; Arrington, Nathaniel C - OASAM OCIO

**b(6)**

@dol.gov>; Verma, Ramana - OASAM OCIO CTR

**b(6)**

@dol.gov>; Peng,

Leisrreng - OASAM OCIO CTR <  
<HulbertJr.Edward@dol.gov>

**b(6)**

@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR

**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416  
VoIP-IVR Support Desk

**(b) 6**

Main  
Ema

**b(6)**



**b(6)**

**From:** Huete, Marc C - OASAM OCIO @dol.gov>

**Sent:** Thursday, September 24, 2020 3:25 PM

**To:** Ba'th, Nadiyah K - OASAM OCIO C @dol.gov>

**Cc:** Atmore, Newton C - OASAM OCIO @dol.gov>; Arrington, Nathaniel C - OASAM OCIO

**b(6)**

@dol.gov>

**Subject:** FW: Request is REQ0108450

**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone

Cell:

**b(6)**

Email: @dol.gov

**From:** Huete, Marc C - OASAM OCIO

**Sent:** Thursday, September 24, 2020 8:42 AM

**To:** Seely, Christopher - OFCCP @dol.gov>; Fort, Harvey D - OFCCP

**b(6)**

@dol.gov>; Enterprise Service Desk

**b(6)**

**b(6)**

@dol.gov>; EnterpriseUC

**b(6)**

@dol.gov>

**Cc:** Smith, Kelley - OFCCP <@dol.gov>; Williams, Tina T - OFCCP

**b(6)**

@dol.gov>

**Subject:** Request is REQ0108450

**Importance:** High

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Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]@dol.gov

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 [REDACTED]  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
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- Christopher Seely
- Theresa Lujan
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These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202- [REDACTED]

**From:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <[REDACTED]@dol.gov>; Enterprise Service Desk <[REDACTED]@dol.gov>  
**Cc:** Smith, Kelley <[REDACTED]@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: b(6)  
Email: [REDACTED]@dol.gov

**From:** Smith, Kelley - OFCCP [REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Huete, Marc C - OASAM [REDACTED]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP [REDACTED]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <[REDACTED]@dol.gov>  
**Date:** September 23, 2020 at 3:20 PM  
**To:** "Leung, Kenneth - OFCCP" <[REDACTED]@dol.gov>, "Spalding, Candice - OFCCP" <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP [REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP [REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP [REDACTED]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [REDACTED]@dol.gov>; Dankowitz, Beverly - SOL [REDACTED]@dol.gov>; Bickerstaffe, Keir - [REDACTED]@dol.gov>; Gean, Lissette - OFCCP [REDACTED]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. (b) 5

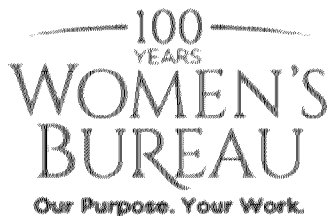
(b) 5

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) 693- Phone)  
(202) 693- **b(6)** Fax)



**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Huete, Marc C - OASAM OCIO  
**Sent:** 9/24/2020 5:09:45 PM  
**Subject:** RE: Request is REQ0108450

Hold up – maybe we should revisit that.

Chris Seely

202- [b(6)]

**From:** Huete, Marc C - OASAM OCIO < [b(6)] >  
**Sent:** Thursday, September 24, 2020 2:08 PM  
**To:** Seely, Christopher - OFCCP < [b(6)] >  
**Subject:** RE: Request is REQ0108450

I gotta admit, I had to look at that twice to make sure I was looking at legitimate, work email.

I'll update the ticket.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Seely, Christopher - OFCCP < [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, [b(6)]  
**To:** Huete, Marc C - OASAM OCIO < [b(6)]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP < [b(6)]@dol.gov>; Spalding, Candice - OFCCP < [b(6)]@dol.gov>; Smith, Kelley - OFCCP < [b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc,

We want the name of the mailbox to be [OFCCPRace-Sex-Hotline@dol.gov](mailto:OFCCPRace-Sex-Hotline@dol.gov).

Also we are still working on clearing the outgoing recording language.

Chris Seely

202- [b(6)]

**From:** Huete, Marc C - OASAM OCIO < [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, [b(6)]  
**To:** Seely, Christopher - OFCCP < [b(6)]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP < [b(6)]@dol.gov>; Spalding, Candice - OFCCP < [b(6)]@dol.gov>; Smith, Kelley - OFCCP < [b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

The phone line has been set up. This is record speed, FYI, so huge kudos to the UC team. **They are waiting on OFCCP for a few items, highlighted below.**

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO  
**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher S
- Theresa Lujan
- Brenda Williams
- Ivan Brown (I)
- Marcia Vente
- Sumit Dasg

**b(6)**

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202 **b(6)** to this workgroup. **(Completed)**
3. Customer needs to provide a name for the new outlook mailbox. Outlook Cloud team need to create a shared mailbox, and grant full access with "Send-As" rights to the users listed above.  
Note: Temporarily, we configured the mailbox **OFCCP-Voicemail-English@dol.gov** for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.
4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."



To record the prompt, please use the instruction below:

- 1) Dial number: 202 **b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial 202 **b(6)** the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** ce  
bile  
ol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR **b(6)** @dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**>  
**Cc:** Atmore, Newton C - OASAM OC **b(6)** @dol.gov>; Arrington, Nathaniel C - OASAM OCIO  
**b(6)** @dol.gov>; Verma, Ramana - OASAM OCIO CTR **b(6)** @dol.gov>; Peng,  
Leisheng - OASAM OCIO CTR **b(6)** @dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR  
<HulbertJr.Edward@dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416  
VoIP-IVR Support Desk **b(6)**  
Main -  
Email: **b(6)**



**From:** Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:42 AM  
**To:** Ba'th, Nadiyah K - OASAM OCIO C [b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO [b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
 Office of the Chief Information Officer (OCIO)  
 Division of Client Engagement  
 200 Constitution Ave. N.W., Room N3416 x64  
 Phone: [b(6)]  
 Cell: [b(6)]  
 Email: [b(6)]

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - O [b(6)]@dol.gov>; Fort, Harvey D - OFCCP Enterprise Service Desk [b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP [b(6)]@dol.gov>; EnterpriseUC [b(6)]@dol.gov>; Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
 Office of the Chief Information Officer (OCIO)  
 Division of Client Engagement  
 200 Constitution Ave. N.W., Room N3416 x64  
 Phone: [b(6)]  
 Cell: [b(6)]  
 Email: [b(6)]@dol.gov

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202-[b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <[b(6)]@dol.gov>; Enterprise Service Desk <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley <[b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <[b(6)]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <b(6)@dol.gov>  
**Date:** September 23, 2020 at 3:00 PM  
**To:** "Leung, Kenneth - OFCCP" <b(6)@dol.gov>, "Spalding, Candice - OFCCP" <b(6)@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Smith, Kelley - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. (b) 6

(b) 6

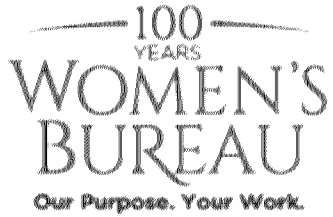
Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,

Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(20 b(6) Phone)  
(202) 693-1304 (Fax)



**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Huete, Marc C - OASAM OCIO  
**CC:** Williams, Tina T - OFCCP; Spalding, Candice - OFCCP; Smith, Kelley - OFCCP  
**Sent:** 9/24/2020 5:26:06 PM  
**Subject:** RE: Request is REQ0108450

Okay, please make sure they don't delete it when the new one is created.

Chris Seely

202- **b(6)**

**From:** Huete, Marc C - OASAM **b(6)** @dol.gov>  
**Sent:** Thursday, September 24, 2020 10:58 AM  
**To:** Seely, Christopher - OFCCP **b(6)** @dol.gov>  
**Cc:** Williams, Tina T - OFCCP **b(6)** @dol.gov>; Spalding, Candice - OFCCP **b(6)** @dol.gov>; Smith, Kelley - OFCCP **b(6)** @dol.gov>  
**Subject:** RE: Request is REQ0108450

Correct. Just at the moment, you'll be catching messages for both in the same mailbox.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: **b(6)** 58

Cell: **b(6)**

Email: **b(6)** @dol.gov

**From:** Seely, Christopher - OFCCP **b(6)** @dol.gov>  
**Sent:** Thursday, September 24, 2020 10:58 AM  
**To:** Huete, Marc C - OASAM OCIO **b(6)** @dol.gov>  
**Cc:** Williams, Tina T - OFCCP **b(6)** @dol.gov>; Spalding, Candice - OFCCP **b(6)** @dol.gov>; Smith, Kelley - OFCCP **b(6)** @dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc – Just to clarify on point number 3. The Help desk should **NOT** interfere service with our OFCCP Voicemail English inbox. We are still using that for the Help Desk toll-free number.

Customer needs to provide a name for the new outlook mailbox. Outlook Cloud team need to create a shared mailbox, and grant full access with "Send-As" rights to the users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for OFCCP\_DC\_Washington\_DPPPD specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

Chris Seely

202- **b(6)**

**From:** Huete, Marc C - OASAM [redacted]@dol.gov>  
**Sent:** Thursday, September 24, 2020 11:05 AM  
**To:** Seely, Christopher - OFCCP [redacted]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP [redacted]@dol.gov>; Spalding, Candice - OFCCP [redacted]@dol.gov>; Smith, Kelley - OFCCP [redacted]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

The phone line has been set up. This is record speed, FYI, so huge kudos to the UC team. **They are waiting on OFCCP for a few items, highlighted below.**

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [redacted]  
Cell: 2 [redacted]  
Email: [redacted]@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR [redacted]@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO [redacted]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO [redacted]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [redacted]@dol.gov>; Verma, Ramana - OASAM OCIO CTR [redacted]@dol.gov>; Hulbert, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR [redacted]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher [redacted]
- Theresa Luján [redacted]
- Brenda Williams [redacted]
- Ivan Brown [redacted]
- Marcia Ventresca [redacted]
- Sumit Dasgupta [redacted]

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-[redacted] this workgroup. **(Completed)**
3. Customer needs to provide a name for the new outlook mailbox. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.  
Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.
4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202- b(6)
- 2) Enter the recording b(6) followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial 202- b(6) the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

b(6) Office  
b(6) Mobile  
b(6)@dol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <b(6)@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <b(6)@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <b(6)@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions



Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416  
VoIP-IVR Support Desk

Main: [b(6)]  
Email: [b(6)]@dol.gov



**From:** Huete, Marc C - OASAM OCIO [b(6)]>  
**Sent:** Thursday, September 24, 2020 3:30 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO C [b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO [b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: 2 [b(6)]  
Email: [b(6)]@dol.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - OFCCP [b(6)]@dol.gov>; Fort, Harvey D - OFCCP Enterprise Service Desk [b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP [b(6)]@dol.gov>; Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)

Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM [b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP [b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202 [b(6)]

**From:** Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC [b(6)]@dol.gov>; Enterprise Service Desk <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley [b(6)]@dol.gov>; Seely, Christopher - OFCCP [b(6)]@dol.gov>; Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Smith, Kelley - OFCCP [redacted]@dol.gov>  
**Sent:** Wednesday, September [redacted]  
**To:** Huete, Marc C - OASAM O [redacted]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP [redacted]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" [redacted]@dol.gov>  
**Date:** September 23, 2020 at 3:2 [redacted]  
**To:** "Leung, Kenneth - OFCCP" [redacted]@dol.gov>, "Spalding, Candice - OFCCP" [redacted]@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OF [redacted]@dol.gov>  
**Sent:** Wednesday, Septemb [redacted]  
**To:** Smith, Kelley - OFCCP [redacted]>  
**Cc:** Seely, Christopher - OF [redacted]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP [redacted]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [redacted]@dol.gov>; Dankowitz, Beverly - SOL [redacted]@dol.gov>; Bickerstaffe, Keir - [redacted]@dol.gov>; Gean, Lissette - OFC [redacted]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

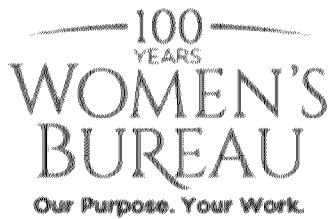
Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) **b(6)** Phone)  
(202) 693-1304 (Fax)



---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Lujan, Theresa - OFCCP  
**Sent:** 9/24/2020 5:35:00 PM  
**Subject:** FW: Request is REQ0108450

FYI

Chris Seely

202- [b(6)]

**From:** Huete, Marc C - OASAM OCIO [b(6)] <[b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 2:24 PM  
**To:** Seely, Christopher - OFCCP [b(6)] <[b(6)]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Spalding, Candice - OFCCP [b(6)] <[b(6)]@dol.gov>; Smith, Kelley - OFCCP [b(6)] <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Correct. Just at the moment, you'll be catching messages for both in the same mailbox.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: 2 [b(6)]  
Email: [b(6)]@dol.gov

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 5:23 PM  
**To:** Huete, Marc C - OASAM OCIO [b(6)] <[b(6)]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Spalding, Candice - OFCCP [b(6)] <[b(6)]@dol.gov>; Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc – Just to clarify on point number 3. The Help desk should NOT interfere service with our OFCCP Voicemail English inbox. We are still using that for the Help Desk toll-free number.

Customer needs to provide a name for the new outlook mailbox. Outlook Cloud team need to create a shared mailbox, and grand full access with “Send-As” rights to the users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for OFCCP\_DC\_Washington\_DPPPD specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

Chris Seely

202- [b(6)]

**From:** Huete, Marc C - OASAM [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Seely, Christopher - OFCCP [b(6)]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Spalding, Candice - OFCCP <[b(6)]@dol.gov>; Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

The phone line has been set up. This is record speed, FYI, so huge kudos to the UC team. **They are waiting on OFCCP for a few items, highlighted below.**

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO [b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR [b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR [b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**
  - Christopher S [b(6)]
  - Theresa Luján [b(6)]
  - Brenda Williams [b(6)]
  - Ivan Brown ( [b(6)]
  - Marcia Vente [b(6)]
  - Sumit Dasgu [b(6)]

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.
2. Assigned a local phone number 202- [b(6)] to this workgroup. **(Completed)**
3. Customer needs to provide a name for the new outlook mailbox. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.  
Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for OFCCP\_DC\_Washington\_DPPPD specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.
4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202 [b(6)]
- 2) Enter the record: [b(6)] followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial 202 [b(6)] the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

[b(6)]  
e  
ile  
ol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <[b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR <[b(6)]@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <[b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions

Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416

VoIP-1  
Main  
Email

**b(6)**



**From:** Huete, Marc C - OASAM OCIO <[redacted]@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:03 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO <[redacted]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <[redacted]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[redacted]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: [redacted]  
Cell: [redacted]  
Email: [redacted]@dol.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - OASAM OCIO <[redacted]@dol.gov>; Fort, Harvey D - OFCCP Enterprise Service Desk <[redacted]@dol.gov>; [redacted] <[redacted]@dol.gov>; EnterpriseUC <[redacted]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[redacted]@dol.gov>; Williams, Tina T - OFCCP <[redacted]@dol.gov>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)



Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Seely, Christopher - OFCCP [b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP [b(6)]@dol.gov>; Williams, Tina T - OFCCP [b(6)]@dol.gov>;  
Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202- [b(6)]

**From:** Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <[b(6)]@dol.gov>; Enterprise Service Desk [b(6)]@dol.gov>  
**Cc:** Smith, Kelley - [b(6)]@dol.gov>; Seely, Christopher - OFCCP [b(6)]@dol.gov>; Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 at 3:27:00 PM EDT  
**To:** Huete, Marc C - OASAM C <[REDACTED]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <[REDACTED]@dol.gov>  
**Date:** September 23, 2020 at 3:27:00 PM EDT  
**To:** "Leung, Kenneth - OFCCP" <[REDACTED]@dol.gov>, "Spalding, Candice - OFCCP" <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 at 1:16 PM  
**To:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 at 1:16 PM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Bickerstaffe, Keir - <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,

Craig

Craig E. Leen

Director, Office of Federal Contract Compliance Programs

**U.S. Department of Labor**

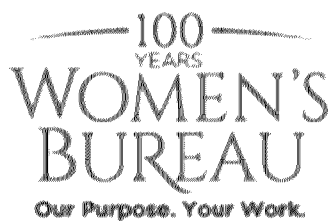
200 Constitution Avenue, NW

Room C3325

Washington, DC 20210

(202) **b(6)** (Phone)

(202) 693-1304 (Fax)



**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Seely, Christopher - OFCCP; Huete, Marc C - OASAM OCIO  
**CC:** Lujan, Theresa - OFCCP; Smith, Kelley - OFCCP  
**Sent:** 9/24/2020 5:13:54 PM  
**Subject:** RE: Request is REQ0108450

Yes, thank you for catching this!!!!!!

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 5:12 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Lujan, Theresa - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

LOL! We are working so fast we didn't catch that. As discussed, let's go with [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

Thanks,

Chris Seely  
202- b(6)

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 5:12 PM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

I gotta admit, I had to look at that twice to make sure I was looking at legitimate, work email.

I'll update the ticket.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: b(6)  
Cell: b(6)  
Email: b(6)@dol.gov

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 5:12 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Spalding, Candice - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc,

We want the name of the mailbox to be [OFCCPRace-Sex-Hotline@dol.gov](mailto:OFCCPRace-Sex-Hotline@dol.gov).

Also we are still working on clearing the outgoing recording language.

Chris Seely

20: [b(6)]

**From:** Huete, Marc C - OASAM [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, [b(6)]  
**To:** Seely, Christopher - OFCCP [b(6)]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Spalding, Candice - OFCCP [b(6)]@dol.gov>; Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

The phone line has been set up. This is record speed, FYI, so huge kudos to the UC team. **They are waiting on OFCCP for a few items, highlighted below.**

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]>  
**Cc:** Atmore, Newton C - OASAM OC [b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR <Ver[ b(6)]@dol.gov>; Hulbert [b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher [b(6)]
- Theresa Lu [b(6)]
- Brenda Will [b(6)]
- Ivan Brown [b(6)]
- Marcia Vent [b(6)]
- Sumit Dasg [b(6)]

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202 [b(6)] to this workgroup. **(Completed)**
3. Customer needs to provide a name for the new outlook mailbox. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.  
Note: Temporarily, we configured the mailbox **OFCCP-Voicemail-English@dol.gov** for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line.

Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202-**b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial 202-**b(6)** the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** Office  
Mobile  
@dol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**>  
**Cc:** Atmore, Newton C. - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)**@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <**b(6)**>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416  
VoIP-IVR Support Desk (b) 6

Main: (b) 6  
Email: (b) 6



**From:** Huete, Marc C - OASAM OCIO <(b) 6>  
**Sent:** Thursday, September 24, 2020 3:25 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO CTR <(b) 6>  
**Cc:** Atmore, Newton C - OASAM OCIO <(b) 6>; Arrington, Nathaniel C - OASAM OCIO  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: (b) 6  
Cell: (b) 6  
Email: (b) 6

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - OFCCP <(b) 6>; Fort, Harvey D - OFCCP <(b) 6>; Enterprise Service Desk <(b) 6>; EnterpriseUC <(b) 6>  
**Cc:** Smith, Kelley - OFCCP <(b) 6>; Williams, Tina T - OFCCP <(b) 6>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: (b) 6  
Cell: (b) 6  
Email: (b) 6

**From:** Seely, Christopher - OFCCP <(b) 6>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM OCIO <(b) 6>  
**Cc:** Smith, Kelley - OFCCP <(b) 6>; Williams, Tina T - OFCCP <(b) 6>;  
Huete, Marc C - OASAM OCIO <(b) 6>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely  
(b) 6

**From:** Huete, Marc C - OASAM OCIO <(b) 6>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <(b) 6>; Enterprise Service Desk <(b) 6>  
**Cc:** Smith, Kelley - OFCCP <(b) 6>; Seely, Christopher - OFCCP <(b) 6>;  
(b) 6 <(b) 6>; Williams, Tina T - OFCCP <(b) 6>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64



Phone: (b) 6  
Cell: (b) 6  
Email: (b) 6

**From:** Smith, Kelley - OFCCP <(b) 6>  
**Sent:** Wednesday, September 23, 2020 4:58 PM  
**To:** Huete, Marc C - OASAM OCIO <(b) 6>  
**Cc:** Leung, Kenneth - OFCCP <(b) 6>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <(b) 6>  
**Date:** September 23, 2020 at 3:27:00 PM EDT  
**To:** "Leung, Kenneth - OFCCP" <(b) 6>, "Spalding, Candice - OFCCP" <(b) 6>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <(b) 6>  
**Sent:** Wednesday, September 23, 2020 3:24 PM  
**To:** Smith, Kelley - OFCCP <(b) 6>  
**Cc:** Seely, Christopher - OFCCP <(b) 6>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <(b) 6>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <(b) 6>; Dankowitz, Beverly - SOL <(b) 6>; Bickerstaffe, Keir - SOL <(b) 6>; Gean, Lissette - OFCCP <(b) 6>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as

appropriate.”

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246: (b) 5

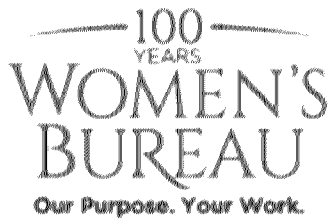
(b) 5

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(b) 6 (Phone)  
(202) 693-1304 (Fax)



**From:** Lujan, Theresa - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9EDFF4C13BC3429F939D457747BB2E89-LUJAN, THER>  
**To:** Seely, Christopher - OFCCP; Huete, Marc C - OASAM OCIO  
**Sent:** 9/25/2020 1:33:29 PM  
**Subject:** Re: Request is REQ0108450

It's ready

Thanks,  
Theresa

---

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 10:32 AM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>; Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely  
2024 b(6)

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 10:32 AM  
**To:** Lujan, Theresa - OFCCP <b(6)@dol.gov>; Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: b(6)  
Cell: 202 b(6)  
Email: b(6)@dol.gov

**From:** Kano, Monte - OASAM OCIO CTR <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 12:50 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR <b(6)@dol.gov>; Behzad, Ellie - OASAM OCIO <b(6)@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <b(6)@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <b(6)@DOL.gov>; Smarra, Aric - OASAM OCIO <b(6)@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <b(6)@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <b(6)@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <b(6)@dol.gov>; Glover, Edward - OASAM OCIO CTR <b(6)@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <b(6)@dol.gov>; Bickert, Jeff - OASAM OCIO

**b(6)** @DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <**b(6)** @dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <**b(6)** @dol.gov>; White, Kevin J - OASAM OCIO CTR <**b(6)** @dol.gov>  
**Cc:** Enterprise Service Desk <**b(6)** @dol.gov>  
**Subject:** RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

**Monte T. Kano**

Senior Systems Engineer  
Tier 3 – Cloud Messaging | Windows Admins  
OASAM | OCIO | ITOS | Operations  
U.S. Department of Labor



**From:** Huete, Marc C - OASAM OCIO <**b(6)** @dol.gov>  
**Sent:** Friday, September 25, 2020 6:35 AM  
**To:** Kleinkauf, Karl H - OASAM OCIO CTR <**b(6)** @dol.gov>; Behzad, Ellie - OASAM OCIO <**b(6)** @dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <**b(6)** @dol.gov>; Kano, Monte - OASAM OCIO CTR <**b(6)** @dol.gov>; Sanchez, Gilberto J - OASAM OCIO <**b(6)** @DOL.gov>; Smarra, Aric - OASAM OCIO <**b(6)** @dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <**b(6)** @dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <**b(6)** @dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <**b(6)** @dol.gov>; Glover, Edward - OASAM OCIO CTR <**b(6)** @dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menesky, Jr. Charles M - OASAM OCIO CTR <**b(6)** @dol.gov>; Bickert, Jeff - OASAM OCIO <**b(6)** @DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <**b(6)** @dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <**b(6)** @dol.gov>; White, Kevin J - OASAM OCIO CTR <**b(6)** @dol.gov>  
**Cc:** Enterprise Service Desk <**b(6)** @dol.gov>  
**Subject:** FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPCComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: 202-**b(6)**  
Email: **b(6)**

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 5:25 PM  
**To:** Peng, Leisheng - OASAM OCIO CTR <**b(6)** @dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)** @dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)** @dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)** @dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)** @dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Enterprise

Service Desk: [b(6)]@dol.gov>

Subject: RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <[b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher Se
- Theresa Lujan
- Brenda William
- Ivan Brown (ibr
- Marcia Venters
- Sumit Dasgupta

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-[b(6)] to this workgroup. **(Completed)**
3. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.  
Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.  
"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's

obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate.”

To record the prompt, please use the instruction below:

- 1) Dial number: 202-**b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial **b(6)** the listed users will be able to take the calls if they are at “Available” status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** Office  
Mobile  
@dol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**>  
**Cc:** Atmore, Newton, C. - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)**@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416  
VoIP-IVR Support Desk - 202-218-6858

Main - **b(6)**  
Email: **b(6)**



**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:25 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO CTF <b(6)@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <b(6)@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <b(6)@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: b(6)  
Cell: b(6)  
Email: b(6)@dol.gov

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**Cc:** Smith, Kelley - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: b(6)  
Cell: b(6)  
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**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202-[b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <[b(6)]@dol.gov>; Enterprise Service Desk <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - [b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <[b(6)]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP



Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <[REDACTED]@dol.gov>  
**Date:** September 23, 2020 at 3:22 PM  
**To:** "Leen, Craig - OFCCP" <[REDACTED]@dol.gov>, "Spalding, Candice - OFCCP" <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Bickerstaffe, Keir - <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

“The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate.”

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. [REDACTED]

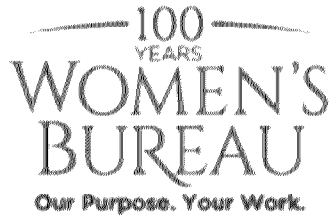
[REDACTED]

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) [b(6)] (Phone)  
(202) 693-1304 (Fax)



**From:** Lujan, Theresa - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9EDFF4C13BC3429F939D457747BB2E89-LUJAN, THER>  
**To:** Huete, Marc C - OASAM OCIO; Seely, Christopher - OFCCP  
**CC:** Williams, Tina T - OFCCP; Gean, Lissette - OFCCP; Smith, Kelley - OFCCP  
**Sent:** 9/25/2020 2:23:05 PM  
**Subject:** RE: Request is REQ0108450

Incident INC0425315 - (Outlook Troubleshooting) has been received.

**From:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 11:20 AM  
**To:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]>; Gean, Lissette - OFCCP <[REDACTED]>; Smith, Kelley - OFCCP <[REDACTED]>  
**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]@dol.gov

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 11:08 AM  
**To:** Lujan, Theresa - OFCCP <[REDACTED]>; Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>; Smith, Kelley - OFCCP <[REDACTED]>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely  
202-[REDACTED]

**From:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 11:08 AM  
**To:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the [OFCCPCOMPLAINTHOTLINE@DOL.GOV](mailto:OFCCPCOMPLAINTHOTLINE@DOL.GOV) box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from

ESD.

Theresa

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:33 AM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>; Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

202-[b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:32 AM  
**To:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:50 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@DOL.gov>; Smarra, Aric - OASAM OCIO <[b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <[b(6)]@dol.gov>; Glover, Edward - OASAM OCIO CTR <[b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO <[b(6)]@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <Wilt.Brian.R@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Cc:** Enterprise Service Desk <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

---

Monte T. Kano

Senior Systems Engineer

Tier 3 - Cloud Messaging | Windows Admins

OASAM | OCIO | ITOS | Operations

DOL008575

b(6)



**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 6:35 AM  
**To:** Klunkauf, Karl H - OASAM OCIO CTR <b(6)@dol.gov>; Behzad, Ellie - OASAM OCIO <b(6)@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <b(6)@dol.gov>; Kano, Monte - OASAM OCIO CTR <b(6)@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <b(6)@DOL.gov>; Smarra, Aric - OASAM OCIO <b(6)@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephannie J - OASAM OCIO <Petree.Stephannie@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <b(6)@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <b(6)@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <b(6)@dol.gov>; Glover, Edward - OASAM OCIO CTR <b(6)@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <b(6)@dol.gov>; Bickert, Jeff - OASAM OCIO <b(6)@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <b(6)@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <b(6)@dol.gov>; White, Kevin J - OASAM OCIO CTR <b(6)@dol.gov>  
**Cc:** Enterprise Service Desk <b(6)@dol.gov>  
**Subject:** FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

b(6)

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 5:25 PM  
**To:** Peng, Leisheng - OASAM OCIO CTR <b(6)@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <b(6)@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <b(6)@dol.gov>; Verma, Ramana - OASAM OCIO CTR <b(6)@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <b(6)@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Enterprise Service Desk <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)

Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**

**From:** Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher
- Theresa Luj
- Brenda Willi
- Ivan Brown
- Marcia Vent
- Sumit Dasg

**b(6)**

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-**b(6)** to this workgroup. **(Completed)**
3. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202-**b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue

- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial **b(6)** the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)**



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR **b(6)**  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO **b(6)** <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Cc:** Atmore, Newton C - OASAM OCIO <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Arrington, Nathaniel C - OASAM OCIO <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Verma, Ramana - OASAM OCIO CTR **b(6)** <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Peng, Leisheng - OASAM OCIO CTR **b(6)** <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Hulbert Jr, Edward J - OASAM OCIO CTR <[HulbertJr.Edward@dol.gov](mailto:HulbertJr.Edward@dol.gov)>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416  
VoIP-IVR Support Desk - **b(6)**

Main **b(6)**  
Email **b(6)**



**From:** Huete, Marc C - OASAM OCIO **b(6)** <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO CTR **b(6)** <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Cc:** Atmore, Newton C - OASAM OCIO **b(6)** <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Arrington, Nathaniel C - OASAM OCIO

b(6)

@dol.gov>

**Subject:** FW: Request is REQ0108450

**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: b(6)  
Cell: b(6)  
Email: b(6)

**From:** Huete, Marc C - OASAM OCIO

**Sent:** Thursday, September 24, 2020 8:42 AM

**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Fort, Harvey D - OFCCP <b(6)@dol.gov>; Enterprise Service Desk <b(6)@dol.gov>; EnterpriseUC <b(6)@dol.gov>

**Cc:** Smith, Kelley - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>

**Subject:** Request is REQ0108450

**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: b(6)  
Cell: b(6)  
Email: b(6)

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>

**Sent:** Wednesday, September 23, 2020 7:05 PM

**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Huete, Marc C - OASAM OCIO <b(6)@dol.gov>

**Subject:** RE: EO Hotline

Hi Marc,



For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202- **b(6)**

**From:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>

**Sent:** Wednesday, September 23, 2020 2:26 PM

**To:** EnterpriseUC <**b(6)**@dol.gov>; Enterprise Service Desk <**b(6)**>

**Cc:** Smith, Kelley - OFCCP <**b(6)**@dol.gov>; Seely, Christopher - OFCCP <**b(6)**@dol.gov>; Williams, Tina T - OFCCP <**b(6)**@dol.gov>

**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**@dol.gov

**From:** Smith, Kelley - OFCCP <**b(6)**@dol.gov>

**Sent:** Wednesday, September 23, 2020 2:26 PM

**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>

**Cc:** Leung, Kenneth - OFCCP <**b(6)**@dol.gov>

**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <**b(6)**@dol.gov>

**Date:** September 23, 2020 at 3:27:00 PM EDT

**To:** "Leung, Kenneth - OFCCP" [b(6)]@dol.gov>, "Spalding, Candice - OFCCP" [b(6)]@dol.gov>

**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP [b(6)]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Cc:** Gaflione, Robert J. - OFCCP [b(6)]@dol.gov>; Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Dankowitz, Beverly - SOL [b(6)]@dol.gov>; Bickerstaffe, Keir - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. [b(5)]

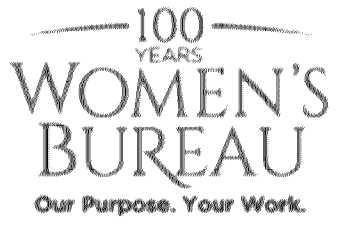
Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210

(202) **b(6)** (Phone)  
(202) 693-1304 (Fax)



---

**From:** Huete, Marc C - OASAM OCIO </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=246C4042A2DE436B81FACA94A35D79D8-HUETE, MARC>  
**To:** Lujan, Theresa - OFCCP  
**Sent:** 9/25/2020 2:55:32 PM  
**Subject:** RE: Request is REQ0108450

I'm not sure. I'd follow the instructions provided, and if there's an issue, we can circle back.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: 2 [REDACTED]  
Email: [REDACTED]@dol.gov

**From:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:54 PM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc we are going to do the voicemail recording for 20 [REDACTED] You sent this number and recording ID [REDACTED] Enter the recording [REDACTED] and I need to verify that this is the number we use to record the voicemail message.

Theresa

**From:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 [REDACTED]  
**To:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>; Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: 2 [REDACTED]  
Email: [REDACTED]@dol.gov

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:18 PM

**To:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>; Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely

202-[b(6)]

**From:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 11:08 AM  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the [OFCCPCOMPLAINTHOTLINE@DOL.GOV](mailto:OFCCPCOMPLAINTHOTLINE@DOL.GOV) box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from ESD.

Theresa

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:33 AM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>; Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

202-[b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:50 PM  
**To:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]

**From:** Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:50 PM

To: Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR [b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO [b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR [b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@DOL.gov>; Smarra, Aric - OASAM OCIO [b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR [b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR [b(6)]@dol.gov>; Glover, Edward - OASAM OCIO CTR <[b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR [b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO [b(6)]@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR [b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR [b(6)]@dol.gov>  
Cc: Enterprise Service Desk [b(6)]  
Subject: RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

Monte T. Kano  
Senior Systems Engineer  
Tier 3 - Cloud Messaging | Windows Admins  
OASAM | OCIO | ITOS | Operations  
U.S. Department of Labor



From: Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
Sent: Friday, September 25, 2020 6:35 AM  
To: Kleinkauf, Karl H - OASAM OCIO CTR [b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO [b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]@dol.gov>; Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@DOL.gov>; Smarra, Aric - OASAM OCIO [b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR [b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR [b(6)]@dol.gov>; Glover, Edward - OASAM OCIO CTR [b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO [b(6)]@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR [b(6)]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR [b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR [b(6)]@dol.gov>  
Cc: Enterprise Service Desk [b(6)]  
Subject: FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPCComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 5:25 PM  
**To:** Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Enterprise Service Desk <**b(6)**>  
**Subject:** RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher
- Theresa Luján
- Brenda Williams
- Ivan Brown
- Marcia Venturo
- Sumit Dasgupta

**b(6)**

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-**b(6)** to this workgroup. **(Completed)**
3. Outlook Cloud team need to create a shared mailbox, and grant full access with "Send-As" rights to the

users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for OFCCP\_DC\_Washington\_DPPPD specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202 **b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial **b(6)**; the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov).

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** office  
mobile  
@dol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>

**Sent:** Thursday, September 24, 2020 3:35 PM

**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>

**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <[HulbertJr.Edward@dol.gov](mailto:HulbertJr.Edward@dol.gov)>

**Subject:** RE: Request is REQ0108450



We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416  
VoIP-IVR Support Desk - [b(6)]  
Main - [b(6)]  
Email: [b(6)]@dol.gov



**From:** Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:25 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO CT [b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO [b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - OFCCP [b(6)]@dol.gov>; Fort, Harvey D - OFCCP Enterprise Service Desk [b(6)]@dol.gov>; EnterpriseUC [b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP [b(6)]@dol.gov>; Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: **b(6)**  
Email: [REDACTED]@dol.gov

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM <[REDACTED]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

[REDACTED]  
2 [REDACTED]

**From:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <[REDACTED]@dol.gov>; Enterprise Service Desk <[REDACTED]@dol.gov>  
**Cc:** Smith, Kelley - [REDACTED]@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)] 8

Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 3:27 PM  
**To:** Huete, Marc C - OASAM O <[b(6)]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <[b(6)]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <[b(6)]@dol.gov>  
**Date:** September 23, 2020 at 3:27:00 PM EDT  
**To:** "Leung, Kenneth - OFCCP" <[b(6)]@dol.gov>, "Spalding, Candice - OFCCP" <[b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 3:24 PM  
**To:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[b(6)]@dol.gov>; Dankowitz, Beverly - SOL <[b(6)]@dol.gov>; Bickerstaffe, Keir - OFCCP <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing

such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. b(5)

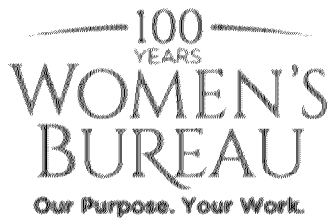
**b(5)**

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) b(6) (Phone)  
(202) 693-1304 (Fax)



**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Seely, Christopher - OFCCP; Huete, Marc C - OASAM OCIO; Lujan, Theresa - OFCCP  
**CC:** Smith, Kelley - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 4:46:09 PM  
**Subject:** RE: Request is REQ0108450

We've been trying to record this and the instructions do not work.

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 4:39 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>; Lujan, Theresa - OFCCP <Lujan.Theresa@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc,

Looping in others. We need to be able to record our hotline message today, per Director Leen. I also tried the instructions, and they don't work.

Chris Seely

202- b(6)

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 4:46:09 PM  
**To:** Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

I'll reach back to UC for additional instruction.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: b(6)  
Cell: b(6)  
Email: b(6)@dol.gov

**From:** Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 4:46:09 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc the number didn't work for the voicemail recording. We followed these instructions

To record the prompt, please use the instruction below:

- 1) Dial number: 202 **b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

**From:** Lujan, Theresa - OFCCP  
**Sent:** Friday, September 25, 2020 11:54 AM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc we are going to do the voicemail recording for 202 **b(6)** You sent this number and recording ID **b(6)** 2) Enter the recording **b(6)** and I need to verify that this is the number we use to record the voicemail message.

Theresa

**From:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Sent:** Friday, September 25, 2020 11:54 AM  
**To:** Seely, Christopher - OFCCP <**b(6)**@dol.gov>; Lujan, Theresa - OFCCP <**b(6)**@dol.gov>; Gean, Lissette - OFCCP <**b(6)**@dol.gov>;  
**Cc:** Williams, Tina T - OFCCP <**b(6)**@dol.gov>; Smith, Kelley - OFCCP <**b(6)**@dol.gov>  
**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**

**From:** Seely, Christopher - OFCCP <**b(6)**@dol.gov>  
**Sent:** Friday, September 25, 2020 2:18 PM  
**To:** Lujan, Theresa - OFCCP <**b(6)**@dol.gov>; Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <**b(6)**@dol.gov>; Gean, Lissette - OFCCP <**b(6)**@dol.gov>; Smith, Kelley - OFCCP <**b(6)**@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely

202- [b(6)]

**From:** Lujan, Theresa - OFCCP [b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP [b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO  
**Subject:** RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the OFCCPCOMPLAINTHOTLINE@DOL.GOV box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from ESD.

Theresa

**From:** Seely, Christopher - OFCCP [b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:00 AM  
**To:** Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>; Lujan, Theresa - OFCCP [b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

202- [b(6)]

**From:** Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:50 PM  
**To:** Lujan, Theresa - OFCCP [b(6)]@dol.gov>; Seely, Christopher - OFCCP [b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]

Cell: [b(6)]

Email: [b(6)]@dol.gov

**From:** Kano, Monte - OASAM OCIO CTR [b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:50 PM  
**To:** Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR [b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO [b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR [b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO [b(6)]@DOL.gov>; Smarra, Aric - OASAM OCIO [b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR [b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR [b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR [b(6)]@dol.gov>; Glover, Edward - OASAM OCIO CTR [b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR [b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO

**b(6)** @DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <**b(6)** dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <**b(6)** dol.gov>; White, Kevin J - OASAM OCIO CTR <**b(6)** dol.gov>  
**Cc:** Enterprise Service Desk <**b(6)** dol.gov>  
**Subject:** RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

Monte T. Kano  
Senior Systems Engineer  
Tier 3 - Cloud Messaging | Windows Admins  
OASAM | OCIO | ITOS | Operations  
U.S. Department of Labor



**From:** Huete, Marc C - OASAM OCIO <**b(6)** dol.gov>  
**Sent:** Friday, September 25, 2020 6:35 AM  
**To:** Kleinkauf, Karl H - OASAM OCIO CTR <**b(6)** dol.gov>; Behzad, Ellie - OASAM OCIO <**b(6)** dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <**b(6)** dol.gov>; Kano, Monte - OASAM OCIO CTR <**b(6)** dol.gov>; Sanchez, Gilberto J - OASAM OCIO <**b(6)** DOL.gov>; Smarra, Aric - OASAM OCIO <**b(6)** dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <**b(6)** S@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <**b(6)** dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <**b(6)** dol.gov>; Glover, Edward - OASAM OCIO CTR <**b(6)** dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky, Jr. Charles M - OASAM OCIO CTR <**b(6)** dol.gov>; Bickert, Jeff - OASAM OCIO <**b(6)** dol.gov>; Wilt, Brian R - OASAM OCIO CTR <**b(6)** dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <**b(6)** dol.gov>; White, Kevin J - OASAM OCIO CTR <**b(6)** dol.gov>  
**Cc:** Enterprise Service Desk <**b(6)** dol.gov>  
**Subject:** FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave, N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)** dol.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 5:25 PM  
**To:** Peng, Leisheng - OASAM OCIO CTR <**b(6)** dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)** dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)** dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)** dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR



**b(6)** <[redacted]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Enterprise Service Desk: **b(6)** <[redacted]@dol.gov>  
**Subject:** RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR <[redacted]@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO <[redacted]>  
**Cc:** Atmore, Newton C - OASAM OCIO <[redacted]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[redacted]@dol.gov>; Verma, Ramana - OASAM OCIO CTR <[redacted]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[redacted]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher [redacted]
- Theresa Luj [redacted]
- Brenda Willi [redacted]
- Ivan Brown [redacted]
- Marcia Vent [redacted]
- Sumit Dasg [redacted]

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-**b(6)** to this workgroup. **(Completed)**
3. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.  
Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.  
"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints

received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202- **b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial **b(6)** the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** ice  
bile  
dol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416

VoIP-IVR Support Desk -

b(6)

Main  
Email

b(6)



**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>

**Sent:** Thursday, September 24, 2020 3:25 PM

**To:** Ba'th, Nadiyah K - OASAM OCIO CT <b(6)@dol.gov>

**Cc:** Atmore, Newton C - OASAM OCIO <b(6)@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <b(6)@dol.gov>

**Subject:** FW: Request is REQ0108450

**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: b(6)  
Cell: b(6)  
Email: b(6)@dol.gov

**From:** Huete, Marc C - OASAM OCIO

**Sent:** Thursday, September 24, 2020 8:42 AM

**To:** Seely, Christopher - OF <b(6)@dol.gov>; Fort, Harvey D - OFCCP <b(6)@dol.gov>  
<b(6)@dol.gov> Enterprise Service Desk

<b(6)@dol.gov>; EnterpriseUC <b(6)@dol.gov>

**Cc:** Smith, Kelley - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>

**Subject:** Request is REQ0108450

**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: b(6)

Cell:  
Email:

**b(6)**

**From:** Seely, Christopher - ( **b(6)** @dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)** @dol.gov>  
**Cc:** Smith, Kelley - OFCCP <**b(6)** @dol.gov>; Williams, Tina T - OFCCP <**b(6)** @dol.gov>;  
Huete, Marc C - OASAM OCIO <**b(6)** @dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202- **b(6)**

**From:** Huete, Marc C - OASAM OCIO <**b(6)** @dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <**b(6)** @dol.gov>; Enterprise Service Desk <**b(6)** @dol.gov>  
**Cc:** Smith, Kelley - OFCCP <**b(6)** @dol.gov>; Seely, Christopher - OFCCP <**b(6)** @dol.gov>; Williams, Tina T - OFCCP <**b(6)** @dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)** @dol.gov

**From:** Smith, Kelley - OFCCP <**b(6)** @dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)** @dol.gov>

Cc: Leung, Kenneth - OFCCP <b(6)@dol.gov>  
Subject: Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <b(6)@dol.gov>  
**Date:** September 23, 2020 at 3:27:00 PM EDT  
**To:** "Leung, Kenneth - OFCCP" <b(6)@dol.gov>, "Spalding, Candice - OFCCP" <b(6)@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Wednesday, September 23, 2020 3:24 PM  
**To:** Smith, Kelley - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <b(6)@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir - <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

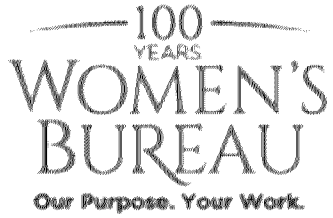
Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. <b(5)>

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) [b(6)] (Phone)  
(202) 693-1304 (Fax)



**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Seely, Christopher - OFCCP  
**Sent:** 9/25/2020 4:39:22 PM  
**Subject:** RE: Request is REQ0108450

Ok, oh boy!

**From:** Seely, Christopher - OFCCP [b(6)]  
**Sent:** Friday, September 25, 2020 4:38 PM  
**To:** Williams, Tina T - OFCCP <[b(6)]>  
**Subject:** RE: Request is REQ0108450

It seems OCIO gave us bad instructions. I've tried following them as well to record the message and it doesn't work. I'm going to follow up with Marc now and cc you.

Chris Seely

202-[b(6)]

**From:** Seely, Christopher - OFCCP  
**Sent:** Friday, September 25, 2020 1:28 PM  
**To:** Williams, Tina T - OFCCP [b(6)]  
**Subject:** FW: Request is REQ0108450

We are still working on technical glitches with the voice prompt recording. I'll keep you posted.

Chris Seely

202-[b(6)]

**From:** Lujan, Theresa - OFCCP [b(6)] <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 [b(6)] <[b(6)]@dol.gov>  
**To:** Huete, Marc C - OASAM OC [b(6)] <[b(6)]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP [b(6)] <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc the number didn't work for the voicemail recording. We followed these instructions

To record the prompt, please use the instruction below:

- 1) Dial number: 202-[b(6)]
- 2) Enter the recording ID [b(6)] followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

**From:** Lujan, Theresa - OFCCP  
**Sent:** Friday, September 25, 2020 11:54 AM

**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc we are going to do the voicemail recording for 202-[b(6)] You sent this number and recording ID [b(6)] 2) Enter the recording ID [b(6)] and I need to verify that this is the number we use to record the voicemail message.

Theresa

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>; Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:18 PM  
**To:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>; Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely  
202-[b(6)]

**From:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the [OFCCPCOMPLAINTHOTLINE@DOL.GOV](mailto:OFCCPCOMPLAINTHOTLINE@DOL.GOV) box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from ESD.



Theresa

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:00 AM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>; Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

2020 [REDACTED]

**From:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:00 AM  
**To:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [REDACTED]

Cell: [REDACTED]

Email: [REDACTED]@dol.gov

**From:** Kano, Monte - OASAM OCIO CTR <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:50 PM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR <[REDACTED]@dol.gov>; Behzad, Ellie - OASAM OCIO <[REDACTED]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[REDACTED]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[REDACTED]@DOL.gov>; Smarra, Aric - OASAM OCIO <[REDACTED]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <[REDACTED]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[REDACTED]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <[REDACTED]@dol.gov>; Glover, Edward - OASAM OCIO CTR <[REDACTED]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[REDACTED]@dol.gov>; Bickert, Jeff - OASAM OCIO <[REDACTED]@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <[REDACTED]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <[REDACTED]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[REDACTED]@dol.gov>  
**Cc:** Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>  
**Subject:** RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

---

Monte T. Kano

Senior Systems Engineer

Tier 3 - Cloud Messaging | Windows Admins

OASAM | OCIO | ITOS | Operations

U.S. Department of Labor

[REDACTED]

DOL008604



**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 6:35 AM  
**To:** Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]@dol.gov>; Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@DOL.gov>; Smarra, Art - OASAM OCIO <[b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <[b(6)]@dol.gov>; Glover, Edward - OASAM OCIO CTR <[b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO <[b(6)]@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Cc:** Enterprise Service Desk <[b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 5:25 PM  
**To:** Peng, Leisheng - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Cc:** Atmore, Newton C. - OASAM OCIO <[b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR <[b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <Hulbert.Jr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Enterprise Service Desk <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**@dol.gov

**From:** Peng, Leisheng - OASAM OCIO <**b(6)**@dol.gov>  
**Sent:** Thursday, September 24, 2020  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher S
- Theresa Lujan
- Brenda William
- Ivan Brown (i)
- Marcia Venter
- Sumit Dasgupta

**b(6)**

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-**b(6)** to this workgroup. **(Completed)**
3. Outlook Cloud team need to create a shared mailbox, and grant full access with "Send-As" rights to the users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202-**b(6)**
- 2) Enter the recording ID followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key

- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial 202-**b(6)** the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** Office  
Mobile  
@dol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Cc:** Atmore, Newton C. - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C. - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416

VoIP-IV  
Main - **b(6)**  
Email:



**From:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:25 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Cc:** Atmore, Newton C. - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C. - OASAM OCIO <**b(6)**@dol.gov>

**Subject:** FW: Request is REQ0108450

**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: 2 **b(6)**  
Email: **b(6)**@dol.gov

**From:** Huete, Marc C - OASAM OCIO

**Sent:** Thursday, September 24, 2020 8:42 AM

**To:** Seely, Christopher - OFCCP <**b(6)**@dol.gov>; Fort, Harvey D - OFCCP

<**b(6)**@dol.gov>; Enterprise Service Desk

<**b(6)**@dol.gov>; EnterpriseUC <**b(6)**@dol.gov>

**Cc:** Smith, Kelley - OFCCP <**b(6)**@dol.gov>; Williams, Tina T - OFCCP <**b(6)**@dol.gov>

**Subject:** Request is REQ0108450

**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**@dol.gov

**From:** Seely, Christopher - OFCCP <**b(6)**@dol.gov>

**Sent:** Wednesday, September 23, 2020 11:58 AM

**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>

**Cc:** Smith, Kelley - OFCCP <**b(6)**@dol.gov>;

Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>;

**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202 [b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC [b(6)] >; Enterprise Service Des [b(6)]@dol.gov>  
**Cc:** Smith, Kelley [b(6)]@dol.gov>; Seely, Christopher - OFCCP [b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Smith, Kelley - OFCCP [b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 [b(6)]@dol.gov>  
**To:** Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP [b(6)]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" [b(6)]@dol.gov>  
**Date:** September 23, 2020 at 3:27:00 PM EDT

To: "Leung, Kenneth - OFCCP" <[b(6)]@dol.gov>, "Spalding, Candice - OFCCP"

<[b(6)]@dol.gov>

Subject: FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[b(6)]@dol.gov>; Dankowitz, Beverly - SOL <[b(6)]@dol.gov>; Bickerstaffe, Keir - <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. [b(5)]

[b(5)]

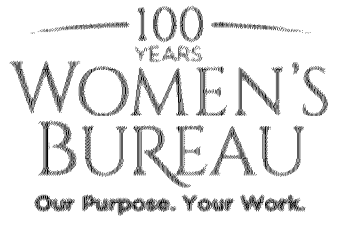
Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) [b(6)] (Phone)

(202) 693-1304 (Fax)





**From:** Huete, Marc C - OASAM OCIO </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=246C4042A2DE436B81FACA94A35D79D8-HUETE, MARC>  
**To:** Lujan, Theresa - OFCCP; Seely, Christopher - OFCCP  
**Sent:** 9/25/2020 4:46:24 PM  
**Subject:** FW: Request is REQ0108450  
**Attachments:** 4006.wav

FYA

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Sent:** Friday, September 25, 2020 4:45 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>; Enterprise Service Desk <**b(6)**@dol.gov>; Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Bath, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Arrington, John M - OASAM OCIO <**b(6)**@dol.gov>  
**Subject:** RE: Request is REQ0108450

Here is the voicemail prompt. Please review. If it is ok with you, I will configure it into the specialty line.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

Office  
Mobile  
**b(6)**@dol.gov



**From:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Sent:** Friday, September 25, 2020 4:29 PM  
**To:** Enterprise Service Desk <**b(6)**@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>; Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Bath, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Arrington, John M - OASAM OCIO <**b(6)**@dol.gov>

DOL008612

**Subject:** FW: Request is REQ0108450

The user is requesting assistance on recording the voice message. Was there a step that she missed?

(FYI, there's a new Arrington in town. Your last email captured Nathan, our new CEM, not John, the telecom roadie.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**

**From:** Lujan, Theresa - OFCCP **b(6)**  
**Sent:** Friday, September 25, 2020  
**To:** Huete, Marc C - OASAM OCIO **b(6)**  
**Cc:** Seely, Christopher - OFCCP **b(6)**  
**Subject:** RE: Request is REQ0108450

Marc the number didn't work for the voicemail recording. We followed these instructions

To record the prompt, please use the instruction below:

- 1) Dial number: 202-**b(6)**
- 2) Enter the recording ID **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

**From:** Lujan, Theresa - OFCCP  
**Sent:** Friday, September 25, 2020 11:54 AM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc we are going to do the voicemail recording for 202-**b(6)**. You sent this number and recording ID **b(6)**. 2) Enter the recording ID **b(6)** and I need to verify that this is the number we use to record the voicemail message.

Theresa

**From:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <**b(6)**@dol.gov>; Lujan, Theresa - OFCCP <**b(6)**@dol.gov>; Williams, Tina T - OFCCP <**b(6)**@dol.gov>; Gean, Lissette - OFCCP <**b(6)**@dol.gov>;

Smith, Kelley - OFCCP <[b(6)]@dol.gov>

**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone

Cell:

[b(6)]

Email: [b(6)]@dol.gov

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>

**Sent:** Friday, September 25, 2020

**To:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO

<[b(6)]@dol.gov>

**Cc:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>;

Smith, Kelley - OFCCP <[b(6)]@dol.gov>

**Subject:** RE: Request is REQ0108450

**Importance:** High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely

202-[b(6)]

**From:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>

**Sent:** Friday, September 25, 2020

**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO

<[b(6)]@dol.gov>

**Subject:** RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the [OFCCPCOMPLAINTHOTLINE@DOL.GOV](mailto:OFCCPCOMPLAINTHOTLINE@DOL.GOV) box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from ESD.

Theresa

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>

**Sent:** Friday, September 25, 2020 16:00

**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>; Lujan, Theresa - OFCCP

<[b(6)]@dol.gov>

**Subject:** RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

202-[b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>

**Sent:** Friday, September 25, 2020

**To:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Seely, Christopher - OFCCP

**b(6)**

@dol.gov>

Subject: FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone

Cell:

**b(6)**

Email: @dol.gov

From: Kano, Monte - OASAM OCIO CTR <**b(6)**@dol.gov>

Sent: Friday, September 25, 2020 12:50 PM

To: Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR <**b(6)**@dol.gov>; Behzad, Ellie - OASAM OCIO <**b(6)**@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <**b(6)**@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <**b(6)**@dol.gov>; Smarra, Aric - OASAM OCIO <**b(6)**@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <**b(6)**@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <**b(6)**@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <**b(6)**@dol.gov>; Glover, Edward - OASAM OCIO CTR <**b(6)**@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky, Jr. Charles M - OASAM OCIO CTR <**b(6)**@dol.gov>; Bickert, Jeff - OASAM OCIO <**b(6)**@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <**b(6)**@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <**b(6)**@dol.gov>; White, Kevin J - OASAM OCIO CTR <**b(6)**@dol.gov>

Cc: Enterprise Service Desk <**b(6)**@dol.gov>

Subject: RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

Monte T. Kano  
Senior Systems Engineer  
Tier 3 - Cloud Messaging | Windows Admins  
OASAM | OCIO | ITOS | Operations  
U.S. Department of Labor



From: Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>

Sent: Friday, September 25, 2020 6:35 AM

To: Kleinkauf, Karl H - OASAM OCIO CTR <**b(6)**@dol.gov>; Behzad, Ellie - OASAM OCIO <**b(6)**@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <**b(6)**@dol.gov>; Kano, Monte - OASAM OCIO CTR <**b(6)**@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <**b(6)**@DOL.gov>; Smarra, Aric - OASAM OCIO <**b(6)**@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <**b(6)**@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <**b(6)**@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <**b(6)**@dol.gov>; Glover, Edward - OASAM OCIO CTR <**b(6)**@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr. Charles M - OASAM OCIO CTR <**b(6)**@dol.gov>; Bickert, Jeff - OASAM OCIO <**b(6)**@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <**b(6)**@dol.gov>; McKenzie,

Valentina - OASAM OCIO CTR <[b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR

[b(6)]@dol.gov>

Cc: Enterprise Service Desk <[b(6)]@dol.gov>

Subject: FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

From: Huete, Marc C - OASAM OCIO

Sent: Thursday, September 24, 2020 5:25 PM

To: Peng, Leisheng - OASAM OCIO CTR <[b(6)]@dol.gov>

Cc: Atmore, Newton C - OASAM OCIO <[b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR <[b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Enterprise Service Desk <[b(6)]@dol.gov>

Subject: RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

[b(6)]

From: Peng, Leisheng - OASAM OCIO CTR <[b(6)]@dol.gov>

Sent: Thursday, September 24, 2020 4:55 PM

To: Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>

Cc: Atmore, Newton C - OASAM OCIO <[b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR <[b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>

Subject: RE: Request is REQ0108450

Importance: High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher
- Theresa Luj
- Brenda Willi
- Ivan Brown
- Marcia Vent
- Sumit Dasg

**b(6)**

Note: These users can login IVR Interaction Client by using “Remote Number” option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-**b(6)** to this workgroup. **(Completed)**
3. Outlook Cloud team need to create a shared mailbox, and grant full access with “Send-As” rights to the users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

“The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor’s obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate.”

To record the prompt, please use the instruction below:

- 1) Dial number: 202-**b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial **b(5)** the listed users will be able to take the calls if they are at “Available” status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov).

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)**



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO [b(6)]>  
**Cc:** Atmore, Newton C - OASAM OCIO [b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR [b(6)]@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <[b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416  
VoIP-1 [b(6)]  
Main [b(6)]  
Email [b(6)]



**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO CTR [b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO [b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W. Room N3416 x64  
Phone [b(6)]  
Cell: [b(6)]  
Email [b(6)]

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Fort, Harvey D - OFCCP <[b(6)]@dol.gov>; Enterprise Service Desk <[b(6)]@dol.gov>; EnterpriseUC <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202-[b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>



Sent: Wednesday, September 23, 2020 2:26 PM

To: EnterpriseUC <[REDACTED]>; Enterprise Service Desk <[REDACTED]@dol.gov>  
Cc: Smith, Kelley - [REDACTED]@dol.gov>; Seely, Christopher - OFCCP  
<[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
Subject: FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]@dol.gov

From: Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
Sent: Wednesday, September 23, 2020 2:26 PM  
To: Huete, Marc C - OASAM <[REDACTED]@dol.gov>  
Cc: Leung, Kenneth - OFCCP <[REDACTED]@dol.gov>  
Subject: Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

From: "Smith, Kelley - OFCCP" <[REDACTED]@dol.gov>  
Date: September 23, 2020 at 3:20 PM  
To: "Leung, Kenneth - OFCCP" <[REDACTED]@dol.gov>, "Spalding, Candice - OFCCP" <[REDACTED]@dol.gov>  
Subject: FW: EO Hotline

What do we need to do to get this done asap?

From: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
Sent: Wednesday, September 23, 2020 2:26 PM  
To: Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
Cc: Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
Subject: FW: EO Hotline  
Importance: High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
Sent: Wednesday, September 23, 2020 1:16 PM

To: Williams, Tina T - OFCCP [b(6)]@dol.gov>

Cc: Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP

[b(6)]@dol.gov>; Dankowitz, Beverly - SOL [b(6)]@dol.gov>; Bickerstaffe, Keir - [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>

Subject: EO Hotline

Importance: High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246 [b(5)]

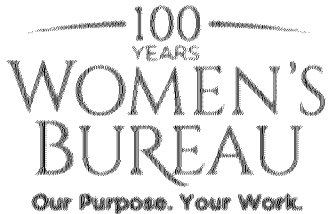
[b(5)]

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) [b(6)] Phone)  
(202) 693-1304 (Fax)



**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Lujan, Theresa - OFCCP; Seely, Christopher - OFCCP; Huete, Marc C - OASAM OCIO  
**CC:** Smith, Kelley - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 4:48:48 PM  
**Subject:** RE: Request is REQ0108450

I think we have it. We're sending an email now.

**From:** Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 4:47 PM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Huete, Marc C - OASAM OCIO <Huete.Marc@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

I tried to record the message and it still goes back to the default message.

Theresa

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 1:47 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>; Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc,

Looping in others. We need to be able to record our hotline message today, per Director Leen. I also tried the instructions, and they don't work.

Chris Seely

2020-09-25 10:21 AM  
b(6)

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 10:21 AM  
**To:** Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

I'll reach back to UC for additional instruction.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: b(6)  
Cell: b(6)

Email: [b(6)]

**From:** Lujan, Theresa - OFCCP [b(6)] <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Huete, Marc C - OASAM OCIO [b(6)] <[b(6)]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP [b(6)] <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc the number didn't work for the voicemail recording. We followed these instructions

To record the prompt, please use the instruction below:

- 1) Dial number: 202-[b(6)]
- 2) Enter the recording ID [b(6)] followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

**From:** Lujan, Theresa - OFCCP  
**Sent:** Friday, September 25, 2020 11:54 AM  
**To:** Huete, Marc C - OASAM OCIO [b(6)] <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc we are going to do the voicemail recording for 202-[b(6)] You sent this number and recording ID [b(6)]  
[b(6)] 2) Enter the recording ID [b(6)] and I need to verify that this is the number we use to record the voicemail message.

Theresa

**From:** Huete, Marc C - OASAM OCIO [b(6)] <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
**Cc:** Williams, Tina T - OASAM OCIO [b(6)] <[b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)] <[b(6)]@dol.gov>; Smith, Kelley - OFCCP [b(6)] <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:18 PM  
**To:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>; Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>; Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely

202- [REDACTED]

**From:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:20 PM  
**To:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the [OFCCPCOMPLAINTHOTLINE@DOL.GOV](mailto:OFCCPCOMPLAINTHOTLINE@DOL.GOV) box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from ESD.

Theresa

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:32 AM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>; Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

202- [REDACTED]

**From:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:32 AM  
**To:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [REDACTED]

Cell: 2 [REDACTED]

Email: [REDACTED]@dol.gov

**From:** Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:50 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@DOL.gov>; Smarra, Aric - OASAM OCIO <[b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <Dixon.Samson.A@dol.gov>; Glover, Edward - OASAM OCIO CTR <[b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO <[b(6)]@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Cc:** Enterprise Service Desk <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

---

**Monte T. Kano**

Senior Systems Engineer  
Tier 3 - Cloud Messaging | Windows Admins  
OASAM | OCIO | ITOS | Operations  
U.S. Department of Labor



**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 6:35 AM  
**To:** Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]@dol.gov>; Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@DOL.gov>; Smarra, Aric - OASAM OCIO <[b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <[b(6)]@dol.gov>; Glover, Edward - OASAM OCIO CTR <[b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO <[b(6)]@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Cc:** Enterprise Service Desk <[b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)

Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 5:25 PM  
**To:** Peng, Leisheng - OASAM OCIO CTR [b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO [b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR [b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR [b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Enterprise Service Desk [b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]

**From:** Peng, Leisheng - OASAM OCIO CTR [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO [b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO [b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR [b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR [b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher [b(6)]
- Theresa Luján [b(6)]
- Brenda Williams [b(6)]
- Ivan Brown [b(6)]
- Marcia Ventresca [b(6)]
- Sumit Dasgupta [b(6)]

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-[b(6)] to this workgroup. **(Completed)**

3. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for OFCCP\_DC\_Washington\_DPPPD specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202-**b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial 202-**b(6)** the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov).

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** Office  
Mobile  
@dol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>

**Sent:** Thursday, September 24, 2020 3:35 PM

**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>

**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Arrington, Nathaniel C - OASAM OCIO

<**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR



<HulbertJr.Edward@dol.gov>

**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416

VoIP- [b(6)]  
Main [b(6)]  
Email [b(6)]



**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>

**Sent:** Thursday, September 24, 2020 3:25 PM

**To:** Ba'th, Nadiyah K - OASAM OCIO CT <[b(6)]@dol.gov>

**Cc:** Atmore, Newton C - OASAM OCIO <[b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO

<[b(6)]@dol.gov>

**Subject:** FW: Request is REQ0108450

**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone [b(6)]  
Cell [b(6)]  
Email [b(6)]@dol.gov

**From:** Huete, Marc C - OASAM OCIO

**Sent:** Thursday, September 24, 2020 8:42 AM

**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Fort, Harvey D - OFCCP

<[b(6)]@dol.gov>; Enterprise Service Desk

<[b(6)]@dol.gov>; EnterpriseUC <[b(6)]@dol.gov>

**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>

**Subject:** Request is REQ0108450

**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

DOL008629

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Pho: [b(6)] 8  
Cel: [b(6)]  
Em: [b(6)]@dol.gov

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OC <[b(6)]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely  
202-[b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <[b(6)]@dol.gov>; Enterprise Service Desk <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley <[b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: **b(6)**  
Email: [REDACTED]@dol.gov

**From:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <[REDACTED]@dol.gov>  
**Date:** September 23, 2020 at 3:27:00 PM EDT  
**To:** "Leung, Kenneth - OFCCP" <[REDACTED]@dol.gov>, "Spalding, Candice - OFCCP" <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Bickerstaffe, Keir - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both

this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. **b(5)**

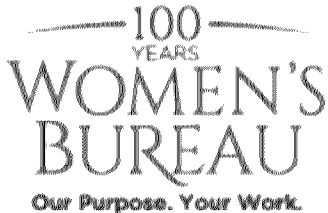
**b(5)**

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) **b(6)** (Phone)  
(202) 693-1304 (Fax)



**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Huete, Marc C - OASAM OCIO; Lujan, Theresa - OFCCP  
**CC:** Williams, Tina T - OFCCP  
**Sent:** 9/25/2020 4:48:59 PM  
**Subject:** RE: Request is REQ0108450

Marc – I'm listening now. Please standby.

Chris Seely

202- **b(6)**

**From:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Sent:** Friday, September 25, 2020 1:46 PM  
**To:** Lujan, Theresa - OFCCP <**b(6)**@dol.gov>; Seely, Christopher - OFCCP <**b(6)**@dol.gov>  
**Subject:** FW: Request is REQ0108450

FYA

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR <**b(6)**@dol.gov>  
**Sent:** Friday, September 25, 2020 4:45 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>; Enterprise Service Desk <**b(6)**@dol.gov>; Atmore, Newton C - OASAM OCIO <**b(6)**@dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)**@dol.gov>; Hulbert Jr, **b(6)** OCIO CTR <**b(6)**@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <**b(6)**@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <**b(6)**@dol.gov>; Arrington, John M - OASAM OCIO <**b(6)**@dol.gov>  
**Subject:** RE: Request is REQ0108450

Here is the voicemail prompt. Please review. If it is ok with you, I will configure it into the specialty line.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)**



**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 4:29 PM  
**To:** Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <b(6)@dol.gov>; Atmore, Newton C - OASAM OCIO <b(6)@dol.gov>; Verma, Ramana - OASAM OCIO CTR <b(6)@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <b(6)@dol.gov>; Bath, Nadiyah K - OASAM OCIO CTR <b(6)@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <b(6)@dol.gov>; Arrington, John M - OASAM OCIO <b(6)@dol.gov>  
**Subject:** FW: Request is REQ0108450

The user is requesting assistance on recording the voice message. Was there a step that she missed?

(FYI, there's a new Arrington in town. Your last email captured Nathan, our new CEM, not John, the telecom roadie.)

Marc Huete  
 Office of the Chief Information Officer (OCIO)  
 Division of Client Engagement  
 200 Constitution Ave. N.W., Room N3416 x64

Pho  
 Cel  
 Em **b(6)** gov

**From:** Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 4:26 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc the number didn't work for the voicemail recording. We followed these instructions

To record the prompt, please use the instruction below:

- 1) Dial number: 202 **b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

**From:** Lujan, Theresa - OFCCP  
**Sent:** Friday, September 25, 2020 11:54 AM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc we are going to do the voicemail recording for 202-**b(6)** You sent this number and recording ID

202-343-5998 2) Enter the recording ID 4006 and I need to verify that this is the number we use to record the voicemail message.

Theresa

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020, 11:20 AM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Ph: b(6)  
Cel: b(6)  
Em: b(6)@dol.gov

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020, 11:08 AM  
**To:** Lujan, Theresa - OFCCP <b(6)@dol.gov>; Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely  
202-343-5998 b(6)

**From:** Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020, 11:08 AM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the [OFCCPCOMPLAINTHOTLINE@DOL.GOV](mailto:OFCCPCOMPLAINTHOTLINE@DOL.GOV) box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from ESD.

Theresa

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 10:33 AM

To: Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>; Lujan, Theresa - OFCCP

<[b(6)]@dol.gov>

Subject: RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

202: [b(6)]

From: Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>

Sent: Friday, September 25, 2020 10:32 AM

To: Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Seely, Christopher - OFCCP

<[b(6)]@dol.gov>

Subject: FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

From: Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>

Sent: Friday, September 25, 2020 12:50 PM

To: Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <[b(6)]@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@dol.gov>; Smarra, Aric - OASAM OCIO <[b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <[b(6)]@dol.gov>; Petree, Stephanie J - OASAM OCIO <[b(6)]@dol.gov>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]@dol.gov>; Nnanayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Nanaire D - OASAM OCIO CTR <[b(6)]@dol.gov>; Bell, Tom - OASAM OCIO CTR <[b(6)]@dol.gov>; Dixon, Samson A - OASAM OCIO CTR <[b(6)]@dol.gov>; Glover, Edward - OASAM OCIO CTR <[b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <[b(6)]@dol.gov>; Menosky, Jr. Charles M - OASAM OCIO CTR <[b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO <[b(6)]@dol.gov>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[b(6)]@dol.gov>

Cc: Enterprise Service Desk <[b(6)]@dol.gov>

Subject: RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

Monte T. Kano

Senior Systems Engineer  
Tier 3 - Cloud Messaging | Windows Admins  
OASAM | OCIO | ITOS | Operations  
U.S. Department of Labor



From: Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>

Sent: Friday, September 25, 2020 6:35 AM



To: Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <[b(6)]@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]@dol.gov>; Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@dol.gov>; Smarra, Aric - OASAM OCIO <[b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <[b(6)]@dol.gov>; Petree, Stephanie J - OASAM OCIO <[b(6)]@dol.gov>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <[b(6)]@dol.gov>; Bell, Tom - OASAM OCIO CTR <[b(6)]@dol.gov>; Dixon, Samson A - OASAM OCIO CTR <Dixon.Samson.A@dol.gov>; Glover, Edward - OASAM OCIO CTR <[b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO <[b(6)]@dol.gov>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[b(6)]@dol.gov>

Cc: Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>

Subject: FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Pho [b(6)]  
Cel [b(6)]  
Em [b(6)]@dol.gov

From: Huete, Marc C - OASAM OCIO  
Sent: Thursday, September 24, 2020 5: [b(6)]@dol.gov  
To: Peng, Leisheng - OASAM OCIO CTR <[b(6)]@dol.gov>  
Cc: Atmore, Newton C - OASAM OCIO <[b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[b(6)]@dol.gov>; Verma, Ramana - OASAM OCIO CTR <[b(6)]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <[b(6)]@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <[b(6)]@dol.gov>; Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>

Subject: RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Pho [b(6)]58  
Cell [b(6)]  
Ema [b(6)]@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR <[REDACTED]@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO [REDACTED] >  
**Cc:** Atmore, Newton.C. - OASAM OCIO [REDACTED]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO [REDACTED]@dol.gov>; Verma, Ramana - OASAM OCIO CTR <[REDACTED]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <[REDACTED]@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[REDACTED]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher [REDACTED]
- Theresa Lu [REDACTED]
- Brenda Will [REDACTED]
- Ivan Brown [REDACTED]
- Marcia Vent [REDACTED]
- Sumit Dasg [REDACTED]

[REDACTED]

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-[REDACTED] to this workgroup. **(Completed)**
3. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202-[REDACTED]
- 2) Enter the recording ID followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial [REDACTED] listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt.

The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov).

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** office  
mobile  
@dol.gov



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <B **b(6)** @dol.gov>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)** @dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <**b(6)** @dol.gov>; Arrington, Nathaniel C - OASAM OCIO **b(6)** @dol.gov>; Verma, Ramana - OASAM OCIO CTR <**b(6)** @dol.gov>; Peng, Leisheng - OASAM OCIO CTR <**b(6)** @dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR **b(6)** @dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416

VoIP-  
Main  
Email **b(6)**



**From:** Huete, Marc C - OASAM OCIO <**b(6)** @dol.gov>  
**Sent:** Thursday, September 24, 2020 3:  
**To:** Ba'th, Nadiyah K - OASAM OCIO C **b(6)** @dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO **b(6)** @dol.gov>; Arrington, Nathaniel C - OASAM OCIO **b(6)** @dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting

up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]@dol.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - O [REDACTED]@dol.gov>; Fort, Harvey D - OFCCP Enterprise Service Desk [REDACTED]@dol.gov>; EnterpriseUC <[REDACTED]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]@dol.gov

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM [REDACTED]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP [REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Huete, Marc C - OASAM OC [REDACTED]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart

- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202- [b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <[b(6)]>; Enterprise Service Desk <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - [b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 at 3:00 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <[b(6)]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <[b(6)]@dol.gov>  
**Date:** September 23, 2020 at 3:00 PM  
**To:** "Leung, Kenneth - OFCCP" <[b(6)]@dol.gov>, "Spalding, Candice - OFCCP" <[b(6)]@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <[redacted]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Smith, Kelley - OFCCCP <[redacted]@dol.gov>  
**Cc:** Seely, Christopher - OFCCCP <[redacted]@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCCP <[redacted]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCCP <[redacted]@dol.gov>; Dankowitz, Beverly - SOL <[redacted]@dol.gov>; Bickerstaffe, Keir - OFCCCP <[redacted]@dol.gov>; Gean, Lissette - OFCCCP <[redacted]@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

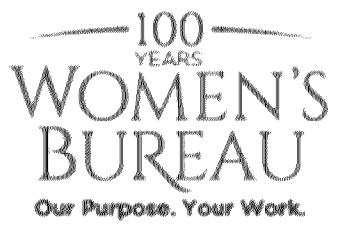
Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. Of course, race and sex stereotyping and scapegoating in employment are unlawful under EO 11246's affirmative and non-discrimination obligations, and have been so for a long time.

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
(202) [redacted] Phone)  
(202) 693-1304 (Fax)



**From:** Lujan, Theresa - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9EDFF4C13BC3429F939D457747BB2E89-LUJAN, THER>  
**To:** Seely, Christopher - OFCCP; Huete, Marc C - OASAM OCIO  
**Sent:** 9/25/2020 4:51:42 PM  
**Subject:** RE: Request is REQ0108450

Brenda is standing by and can record it again.

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 1:51 PM  
**To:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>; Huete, Marc C - OASAM OCIO <Huete.Marc@dol.gov>  
**Subject:** RE: Request is REQ0108450

Is there a Brenda version? We'll find her version next week.

Chris Seely  
202-[REDACTED]

**From:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 1:50 PM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: Request is REQ0108450

That's me not Brenda.

**From:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 1:46 PM  
**To:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: Request is REQ0108450

FYA

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave, N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: 202-[REDACTED]  
Email: [REDACTED]@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 4:45 PM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>; Enterprise Service Desk <[REDACTED]@dol.gov>; Arminia Newton C - OASAM OCIO <[REDACTED]@dol.gov>; Verma, Ramana - OASAM OCIO CTR <[REDACTED]@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <[REDACTED]@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[REDACTED]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <[REDACTED]@dol.gov>; Arrington, John M - OASAM OCIO <[REDACTED]@dol.gov>



**Subject:** RE: Request is REQ0108450

Here is the voicemail prompt. Please review. If it is ok with you, I will configure it into the specialty line.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** office  
**b(6)** mobile  
**b(6)** @dol.gov



**From:** Huete, Marc C - OASAM OCIO <**b(6)** @dol.gov>  
**Sent:** Friday, September 25, 2020 4:29 PM  
**To:** Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <**b(6)** @dol.gov>; Atmore, Newton C - OASAM OCIO <**b(6)** @dol.gov>; Verma, Ramana - OASAM OCIO CTR <V**b(6)** @dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <**b(6)** @dol.gov>; Ba'ath, Nadiyah K - OASAM OCIO CTR <**b(6)** @dol.gov>; Imagna, Claude P - OASAM OCIO CTR <**b(6)** @dol.gov>; Arrington, John M - OASAM OCIO <**b(6)** @dol.gov>  
**Subject:** FW: Request is REQ0108450

The user is requesting assistance on recording the voice message. Was there a step that she missed?

(FYI, there's a new Arrington in town. Your last email captured Nathan, our new CEM, not John, the telecom roadie.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**

**From:** Lujan, Theresa - OFCCP <**b(6)** @dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Huete, Marc C - OASAM OCIO <**b(6)** @dol.gov>  
**Cc:** Seely, Christopher - OFCCP <**b(6)** @dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc the number didn't work for the voicemail recording. We followed these instructions

To record the prompt, please use the instruction below:

- 1) Dial number: 202-**b(6)**
- 2) Enter the recording **b(6)** followed by the (#) pound key

- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

**From:** Lujan, Theresa - OFCCP  
**Sent:** Friday, September 25, 2020 11:54 AM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc we are going to do the voicemail recording for 202-[REDACTED] b(6) You sent this number and recording ID 202-343-5998 2) Enter the recording ID 4006 and I need to verify that this is the number we use to record the voicemail message.

Theresa

**From:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 11:20 AM  
**To:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>; Smith, Kelley - OFCCP <[REDACTED]>  
**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED] 8  
Cell: [REDACTED] b(6)  
Email: [REDACTED]@dol.gov

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 [REDACTED] b(6)  
**To:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>; Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>; Smith, Kelley - OFCCP <[REDACTED]>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely  
20 [REDACTED] b(6)

**From:** Lujan, Theresa - OFCCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 11:08 AM  
**To:** Seely, Christopher - OFCCCP <b(6)@dol.gov>; Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the [OFCCPCOMPLAINTHOTLINE@DOL.GOV](mailto:OFCCPCOMPLAINTHOTLINE@DOL.GOV) box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from ESD.

Theresa

**From:** Seely, Christopher - OFCCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 11:08 AM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>; Lujan, Theresa - OFCCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

2020-09-25 11:08 AM  
b(6)

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 11:08 AM  
**To:** Lujan, Theresa - OFCCCP <b(6)@dol.gov>; Seely, Christopher - OFCCCP <b(6)@dol.gov>  
**Subject:** FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: b(6)  
Cell: b(6)  
Email: b(6)@dol.gov

**From:** Kano, Monte - OASAM OCIO CTR <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 12:50 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR <b(6)@dol.gov>; Behzad, Ellie - OASAM OCIO <b(6)@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <b(6)@dol.gov>; Rowell, Colin - OASAM OCIO CTR <b(6)@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <b(6)@dol.gov>; Smarra, Aric - OASAM OCIO <Smarra.Aric@dol.gov>; Comer, Donna W - OASAM OCIO CTR <b(6)@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Steph@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <b(6)@dol.gov>; Ndanayo, Claude B - OASAM OCIO CTR <b(6)@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <b(6)@dol.gov>; Bell, Tom - OASAM OCIO CTR <b(6)@dol.gov>; Dixon, Samson A - OASAM OCIO CTR <b(6)@dol.gov>; Glover, Edward - OASAM OCIO CTR <b(6)@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <b(6)@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <b(6)@dol.gov>; Bickert, Jeff - OASAM OCIO <b(6)@dol.gov>; Wilt, Brian R - OASAM OCIO CTR <b(6)@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <b(6)@dol.gov>; White, Kevin J - OASAM OCIO CTR <b(6)@dol.gov>

Cc: Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>

Subject: RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

Monte T. Kano

Senior Systems Engineer  
Tier 3 - Cloud Messaging | Windows Admins  
OASAM | OCIO | ITOS | Operations

Division of Labor

b(6)



From: Huete, Marc C - OASAM OCIO <b(6)@dol.gov>

Sent: Friday, September 25, 2020 6:35 AM

To: Kleinkauf, Karl H - OASAM OCIO CTR <b(6)@dol.gov>; Behzad, Ellie - OASAM OCIO <b(6)@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <b(6)@dol.gov>; Boxall, Colin - OASAM OCIO CTR <b(6)@dol.gov>; Kano, Monte - OASAM OCIO CTR <Kano, Monte@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <b(6)@DOL.gov>; Smarra, Aric - OASAM OCIO <b(6)@dol.gov>; Comer, Donna M. - OASAM OCIO CTR <b(6)@dol.gov>; Petree, Stenhanne L. - OASAM OCIO <b(6)@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <b(6)@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <b(6)@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <b(6)@dol.gov>; Bell, Tom - OASAM OCIO CTR <b(6)@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <Dixon, Samson A@dol.gov>; Glover, Edward - OASAM OCIO CTR <b(6)@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <b(6)@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <b(6)@dol.gov>; Bickert, Jeff - OASAM OCIO <b(6)@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <b(6)@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <b(6)@dol.gov>; White, Kevin J - OASAM OCIO CTR <b(6)@dol.gov>

Cc: Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>

Subject: FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPCComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement

N.W., Room N3416 x64

b(6)

@dol.gov

From: Huete, Marc C - OASAM OCIO

Sent: Thursday, September 24, 2020 5:25 PM

To: Peng, Leisheng - OASAM OCIO CTR <b(6)@dol.gov>

Cc: Atmore, Newton C. - OASAM OCIO <b(6)@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <b(6)@dol.gov>; Verma, Ramana - OASAM OCIO <b(6)@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <b(6)@dol.gov>; Ba <b(6)@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <b(6)@dol.gov>; Enterprise

Service Desk <EnterpriseServiceDesk@dol.gov>

Subject: RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: 202-**b(6)**  
Cell: 202-**b(6)**  
Email: [Huete@dol.gov](mailto:Huete@dol.gov)

**From:** Peng, Leisheng - OASAM OCIO CTR <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Cc:** Atmore, Newton C - OASAM OCIO <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Arrington, Nathaniel C - OASAM OCIO <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Hulbert Jr, Edward J - OASAM OCIO CTR <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Ba'rh, Nadiyah K - OASAM OCIO CTR <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Imagna, Claude P - OASAM OCIO CTR <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher Se
- Theresa Lujan
- Brenda William **b(6)**s)
- Ivan Brown (ibr
- Marcia Venters
- Sumit Dasgupt

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202-**b(6)** this workgroup. **(Completed)**
3. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's

obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202 **b(6)**
- 2) Enter the recorded **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial 202 **b(6)** the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** Office  
Mobile  
@dol.gov



**From:** Ba'th, Nadiyah K - OASAM **b(6)** @dol.gov>  
**Sent:** Thursday, September 24, 2014  
**To:** Huete, Marc C - OASAM OCIO **b(6)** @dol.gov>  
**Cc:** Atmore, Newton C - OASAM **b(6)** @dol.gov>; Arrington, Nathaniel C - OASAM OCIO **b(6)** @dol.gov>; Peng, **b(6)** @dol.gov>; Gilbert Jr, Edward J - OASAM OCIO CTR **b(6)** @dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416

VoIP-IVR  
Main - **b(6)**  
Email:



**From:** Huete, Marc C - OASAM OCIO <[redacted]@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:03 PM  
**To:** Ba'rh, Nadiyah K - OASAM OCIO <[redacted]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <[redacted]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[redacted]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [redacted]  
Cell: [redacted]  
Email: [redacted]@dol.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - OFCCP <[redacted]@dol.gov>; Fort, Harvey D - OFCCP <[redacted]@dol.gov>; Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>; EnterpriseUC <EnterpriseUC@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[redacted]@dol.gov>; Williams, Tina T - OFCCP <[redacted]@dol.gov>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [redacted]  
Cell: [redacted]  
Email: [redacted]@dol.gov

**From:** Seely, Christopher - OFCCP <[redacted]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** Huete, Marc C - OASAM OCIO <[redacted]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[redacted]@dol.gov>; Williams, Tina T - OFCCP <[redacted]@dol.gov>;  
Huete, Marc C - OASAM OCIO <[redacted]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202- [redacted]

**From:** Huete, Marc C - OASAM OCIO <[redacted]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <EnterpriseUC@dol.gov>; Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[redacted]@dol.gov>; Seely, Christopher - OFCCP <[redacted]@dol.gov>; Williams, Tina T - OFCCP <[redacted]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [redacted]  
Cell: [redacted]  
Email: [redacted]@dol.gov

**From:** Smith, Kelley - OFCCP <[redacted]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** Huete, Marc C - OASAM OCIO <[redacted]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP <[redacted]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP



Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <b(6)@dol.gov>  
**Date:** September 23, 2020 at 3:21 PM  
**To:** "Leen, Kenneth - OFCCP" <b(6)@dol.gov>, "Spalding, Candice - OFCCP"  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Wednesday, September 23, 2020, 1:16 PM  
**To:** Smith, Kelley - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Wednesday, September 23, 2020, 1:16 PM  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir - <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. Of course, race and sex stereotyping and scapegoating in employment are unlawful under EO 11246's affirmative and non-discrimination obligations, and have been so for a long time.

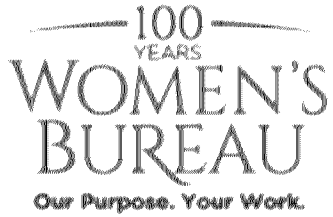
Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,

Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, D.C. 20210  
(202) 693-1304 (Phone)  
(202) 693-1304 (Fax)



---

**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Seely, Christopher - OFCCP; Lujan, Theresa - OFCCP; Huete, Marc C - OASAM OCIO  
**CC:** Smith, Kelley - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 4:56:35 PM  
**Subject:** Re: Request is REQ0108450

Craig keeps calling me and we have to get this posted now.

---

**From:** Seely, Christopher - OFCCP <[REDACTED] b(6)>  
**Sent:** Friday, September 25, 2020 4:54:57 PM  
**To:** Lujan, Theresa - OFCCP <[REDACTED] b(6)>; Huete, Marc C - OASAM OCIO <[REDACTED] b(6)>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED] b(6)>; Smith, Kelley - OFCCP <[REDACTED] b(6)>  
Gean, Lissette - OFCCP <[REDACTED] b(6)>  
**Subject:** RE: Request is REQ0108450

It's Tina's call. She said next week already.

Chris Seely

[REDACTED] b(6)

**From:** Lujan, Theresa - OFCCP <[REDACTED] b(6)>  
**Sent:** Friday, September 25, 2020 1:54 PM  
**To:** Seely, Christopher - OFCCP <[REDACTED] b(6)>; Huete, Marc C - OASAM OCIO <[REDACTED] b(6)>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED] b(6)>; Smith, Kelley - OFCCP <[REDACTED] b(6)>  
Gean, Lissette - OFCCP <[REDACTED] b(6)>  
**Subject:** RE: Request is REQ0108450

Let's just have Brenda do the recording now that we know how to get it mapped.

**From:** Seely, Christopher - OFCCP <[REDACTED] b(6)>  
**Sent:** Friday, September 25, 2020 1:51 PM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED] b(6)>; Lujan, Theresa - OFCCP <[REDACTED] b(6)>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED] b(6)>; Smith, Kelley - OFCCP <[REDACTED] b(6)>  
Gean, Lissette - OFCCP <[REDACTED] b(6)>  
**Subject:** RE: Request is REQ0108450

Marc – Use that recording and please have them map it to our line.

Next week we want them to find the recording that Brenda made.

Thanks,

Chris Seely

[REDACTED] b(6)

**From:** Huete, Marc C - OASAM OCIO <[redacted] b(6)>  
**Sent:** Friday, September 25, 2020 1:46 PM  
**To:** Lujan, Theresa - OFCCP <[redacted] b(6)>; Seely, Christopher - OFCCP <[redacted] b(6)>  
**Subject:** FW: Request is REQ0108450

FYA

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phon: [redacted] b(6)  
Cell: [redacted] b(6)  
Email: [redacted] b(6)

**From:** Peng, Leisheng - OASAM OCIO CTR <[redacted] b(6)>  
**Sent:** Friday, September 25, 2020 4:45 PM  
**To:** Huete, Marc C - OASAM OCIO <[redacted] b(6)>; Enterprise Service Desk <[redacted] b(6)>; Atmore, Newton C - OASAM OCIO <[redacted] b(6)>; Verma, Ramana - OASAM OCIO CTR <[redacted] b(6)>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[redacted] b(6)>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Arrington, John M - OASAM OCIO <[redacted] b(6)>  
**Subject:** RE: Request is REQ0108450

Here is the voicemail prompt. Please review. If it is ok with you, I will configure it into the specialty line.

Thanks,  
Leisheng

**Leisheng Peng, PMP, ITIL**  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

[redacted] b(6)



**From:** Huete, Marc C - OASAM OCIO <[redacted] b(6)>  
**Sent:** Friday, September 25, 2020 4:29 PM  
**To:** Enterprise Service Desk <[redacted] b(6)>; Peng, Leisheng - OASAM OCIO CTR <[redacted] b(6)>; Atmore, Newton C - OASAM OCIO <[redacted] b(6)>; Verma, Ramana - OASAM OCIO CTR <[redacted] b(6)>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[redacted] b(6)>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Arrington, John M - OASAM OCIO <[redacted] b(6)>  
**Subject:** FW: Request is REQ0108450

The user is requesting assistance on recording the voice message. Was there a step that she missed?

(FYI, there's a new Arrington in town. Your last email captured Nathan, our new CEM, not John, the

telecom roadie.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W. Room N3416 x64  
Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**

**From:** Lujan, Theresa - OFCCP <**b(6)**>  
**Sent:** Friday, September 25, 2020 4:26 PM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**>  
**Cc:** Seely, Christopher - OFCCP <**b(6)**>  
**Subject:** RE: Request is REQ0108450

Marc the number didn't work for the voicemail recording. We followed these instructions

To record the prompt, please use the instruction below:

- 1) Dial number: **b(6)**
- 2) Enter the recording ID **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

**From:** Lujan, Theresa - OFCCP  
**Sent:** Friday, September 25, 2020 11:54 AM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc we are going to do the voicemail recording for **b(6)** you sent this number and recording ID **b(6)**. Enter the recording ID **b(6)** and I need to verify that this is the number we use to record the voicemail message.

Theresa

**From:** Huete, Marc C - OASAM OCIO <**b(6)**>  
**Sent:** Friday, September 25, 2020 11:20 AM  
**To:** Seely, Christopher - OFCCP <**b(6)**>; Lujan, Theresa - OFCCP <**b(6)**>  
**Cc:** Williams, Tina T - OFCCP <**b(6)**>; Gean, Lissette - OFCCP <**b(6)**>; Smith, Kelley - OFCCP <**b(6)**>  
**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete

Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [REDACTED]  
Cell: 2 [REDACTED]  
Email: [REDACTED]

**b(6)**

**From:** Seely, Christopher - OFCCP [REDACTED] **b(6)**  
**Sent:** Friday, September 25, 2020 2:18 PM  
**To:** Lujan, Theresa - OFCCP <[REDACTED] **b(6)**>; Huete, Marc C - OASAM OCIO  
<[REDACTED] **b(6)**>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED] **b(6)**>; Gean, Lissette - OFCCP <[REDACTED] **b(6)**>  
Smith, Kelley - OFCCP <[REDACTED] **b(6)**>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely

[REDACTED] **b(6)**

**From:** Lujan, Theresa - OFCCP [REDACTED] **b(6)**  
**Sent:** Friday, September 25, 2020 11:08 AM  
**To:** Seely, Christopher - OFCCP [REDACTED] **b(6)**>; Huete, Marc C - OASAM OCIO  
<[REDACTED] **b(6)**>  
**Subject:** RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the [OFCCPCOMPLAINTHOTLINE@DOL.GOV](mailto:OFCCPCOMPLAINTHOTLINE@DOL.GOV) box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from ESD.

Theresa

**From:** Seely, Christopher - OFCCP <[REDACTED] **b(6)**>  
**Sent:** Friday, September 25, 2020 10:33 AM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED] **b(6)**>; Lujan, Theresa - OFCCP  
<[REDACTED] **b(6)**>  
**Subject:** RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

[REDACTED] **b(6)**

**From:** Huete, Marc C - OASAM OCIO [REDACTED] **b(6)**  
**Sent:** Friday, September 25, 2020 10:32 AM  
**To:** Lujan, Theresa - OFCCP <[REDACTED] **b(6)**>; Seely, Christopher - OFCCP  
<[REDACTED] **b(6)**>  
**Subject:** FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete

Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: 2 [b(6)]  
Email: [b(6)]

**From:** Kano, Monte - OASAM OCIO CTR <[b(6)]>  
**Sent:** Friday, September 25, 2020 12:50 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]>; Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]>; Behzad, Ellie - OASAM OCIO <[b(6)]>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]>; Smarra, Aric - OASAM OCIO <[b(6)]>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <[b(6)]>; Glover, Edward - OASAM OCIO CTR <[b(6)]>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]>; Bickert, Jeff - OASAM OCIO <[b(6)]>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]>; White, Kevin J - OASAM OCIO CTR <[b(6)]>  
**Cc:** Enterprise Service Desk <[b(6)]>  
**Subject:** RE: Request is REQ0108450

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

**Monte T. Kano**  
Senior Systems Engineer  
Tier 3 – Cloud Messaging | Windows Admins  
OASAM | OCIO | ITOS | Operations  
U.S. Department of Labor  
[b(6)]



**From:** Huete, Marc C - OASAM OCIO <[b(6)]>  
**Sent:** Friday, September 25, 2020 6:35 AM  
**To:** Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]>; Behzad, Ellie - OASAM OCIO <[b(6)]>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]>; Kano, Monte - OASAM OCIO CTR <[b(6)]>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]>; Smarra, Aric - OASAM OCIO <[b(6)]>; Comer, Donna M - OASAM OCIO CTR <Comer.Donna.M@dol.gov>; Petree, Stephanie J - OASAM OCIO <Petree.Stephanne@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]>; Watkins, Natalie D - OASAM OCIO CTR <Watkins.Natalie.D@dol.gov>; Bell, Tom - OASAM OCIO CTR <Bell.Tom@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <[b(6)]>; Glover, Edward - OASAM OCIO CTR <[b(6)]>; Mitri, Doris E - OASAM OCIO CTR <Mitri.Doris.E@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]>; Bickert, Jeff - OASAM OCIO <[b(6)]>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]>; White, Kevin J - OASAM OCIO CTR <[b(6)]>  
**Cc:** Enterprise Service Desk <[b(6)]>  
**Subject:** FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new

email address OFCCPCComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W. Room N3416 x64  
Phone: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 5:25 PM  
**To:** Peng, Leisheng - OASAM OCIO CTR <[REDACTED]>  
**Cc:** Atmore, Newton C - OASAM OCIO <a[REDACTED]>; Arrington, Nathaniel C - OASAM OCIO <[REDACTED]>; Verma, Ramana - OASAM OCIO CTR <[REDACTED]>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[REDACTED]>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>; Enterprise Service Desk <[REDACTED]>  
**Subject:** RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPCComplaintHotline@dol.gov](mailto:OFCCPCComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W. Room N3416 x64  
Phone: [REDACTED]  
Cell: [REDACTED]  
Email: [REDACTED]

**From:** Peng, Leisheng - OASAM OCIO CTR <[REDACTED]>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]>  
**Cc:** Atmore, Newton C - OASAM OCIO <[REDACTED]>; Arrington, Nathaniel C - OASAM OCIO <[REDACTED]>; Verma, Ramana - OASAM OCIO CTR <[REDACTED]>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>; Ba'th, Nadiyah K - OASAM OCIO CTR <[REDACTED]>; Imagna, Claude P - OASAM OCIO CTR <Imagna.Claude.P@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington\_EO**, with round-bin call routing algorithm, and assign below users into this workgroup. **(Completed)**

- Christopher Se [REDACTED]
- Theresa Lujan [REDACTED]
- Brenda William [REDACTED]



Ivan Brown  
Marcia Ver  
Sumit Das

**b(6)**

Note: These users can login IVR Interaction Client by using “Remote Number” option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number **b(6)** to this workgroup. **(Completed)**
3. Outlook Cloud team need to create a shared mailbox, and grant full access with “Send-As” rights to the users listed above.  
Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.
4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.  
“The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor’s obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate.”

To record the prompt, please use the instruction below:

- 1) Dial number: **b(6)**
- 2) Enter the recorded number followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial **b(6)** the listed users will be able to take the calls if they are at “Available” status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov).

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)**



**From:** Ba'th, Nadiyah K - OASAM OCIO CTR <[REDACTED] b(6)>  
**Sent:** Thursday, September 24, 2020 3:35 PM  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED] b(6)>  
**Cc:** Atmore, Newton C - OASAM OCIO <[REDACTED] b(6)>; Arrington, Nathaniel C - OASAM OCIO <[REDACTED] b(6)>; Verma, Ramana - OASAM OCIO CTR <Verma.Ramana@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <[REDACTED] b(6)>; Hulbert Jr, Edward J - OASAM OCIO CTR <HulbertJr.Edward@dol.gov>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
Software Engineer II  
ASRC-Federal Data Solutions  
Information Technology VoIP  
Office of the Chief Information Officer  
U.S. Department of Labor / FPB N4416  
VoIP-IVR Support Desk <[REDACTED] b(6)>  
Main <[REDACTED] b(6)>  
Email <[REDACTED] b(6)>



**From:** Huete, Marc C - OASAM OCIO <[REDACTED] b(6)>  
**Sent:** Thursday, September 24, 2020 3:25 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO CTR <[REDACTED] b(6)>  
**Cc:** Atmore, Newton C - OASAM OCIO <[REDACTED] b(6)>; Arrington, Nathaniel C - OASAM OCIO <[REDACTED] b(6)>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: <[REDACTED] b(6)>  
Cell: <[REDACTED] b(6)>  
Email: <[REDACTED] b(6)>

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - OFCCP <[REDACTED] b(6)>; Fort, Harvey D - OFCCP <[REDACTED] b(6)>; Enterprise Service Desk <[REDACTED] b(6)>; EnterpriseUC <[REDACTED] b(6)>  
**Cc:** Smith, Kelley - OFCCP <[REDACTED] b(6)>; Williams, Tina T - OFCCP <[REDACTED] b(6)>

**Subject:** Request is REQ0108450

**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]

**From:** Seely, Christopher - OFCCP <[b(6)]>  
**Sent:** Wednesday, September 23, 2020 7:05 PM  
**To:** Huete, Marc C - OASAM <[b(6)]>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]>; Williams, Tina T - OFCCP <[b(6)]>  
Huete, Marc C - OASAM OCIO <[b(6)]>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

[b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <[b(6)]>; Enterprise Service Desk <[b(6)]>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]>; Seely, Christopher - OFCCP <[b(6)]>; Williams, Tina T - OFCCP <[b(6)]>  
**Subject:** RE: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since

there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: **b(6)**  
Cell: **b(6)**  
Email: **b(6)**

**From:** Smith, Kelley - OFCCP <**b(6)**>  
**Sent:** Wednesday, September 23, 2020 3:27 PM EDT  
**To:** Huete, Marc C - OASAM OCIO  
**Cc:** Leung, Kenneth - OFCCP <**b(6)**>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <**b(6)**>  
**Date:** September 23, 2020 at 3:27:00 PM EDT  
**To:** "Leung, Kenneth - OFCCP" <**b(6)**>, "Spalding, Candice - OFCCP" <**b(6)**>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <**b(6)**>  
**Sent:** Wednesday, September 23, 2020 3:24 PM  
**To:** Smith, Kelley - OFCCP <**b(6)**>  
**Cc:** Seely, Christopher - OFCCP <**b(6)**>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Sent:** Wednesday, September 23, 2020 1:16 PM  
**To:** Williams, Tina T - OFCCP <**b(6)**>  
**Cc:** Gaglione, Robert J - OFCCP <[Gaglione.Robert.J@dol.gov](mailto:Gaglione.Robert.J@dol.gov)>; Davidson, Patricia J - OFCCP <**b(6)**>; Dankowitz, Beverly - SOL <**b(6)**>; Bickerstaffe, Keir - OFCCP <**b(6)**>; Gean, Lissette - OFCCP <**b(6)**>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

“The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate.”

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. [redacted] b(5)

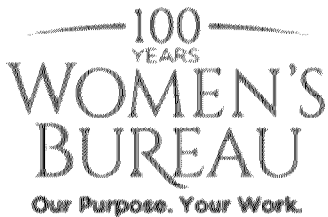
[redacted] b(5)

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,  
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210  
[redacted] b(6) Phone)  
(202) 693-1304 (Fax)



**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Huete, Marc C - OASAM OCIO; Williams, Tina T - OFCCP; Lujan, Theresa - OFCCP  
**CC:** Smith, Kelley - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 5:17:58 PM  
**Subject:** RE: Request is REQ0108450

It's not updated yet.

Chris Seely  
202-320-2531

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:17 PM  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <Williams.Tina.T@dol.gov>; Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Looks like the contact page was updated at 5:07pm. (I'm not sure what the changes are, I'm just looking at the revision history.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 5:08 PM  
**To:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>; Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I just called the number and the recording has been mapped with Theresa's voice. Now we are just waiting for confirmation that the Contact Us page is updated.

Chris Seely  
202-[b(6)]

**From:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 1:57 PM  
**To:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>  
**Subject:** Re: Request is REQ0108450

This could take too long.

---

**From:** Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 4:53:33 PM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Let's just have Brenda do the recording now that we know how to get it mapped.

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 1:51 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>; Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Smith, Kelley - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc – Use that recording and please have them map it to our line.

Next week we want them to find the recording that Brenda made.

Thanks,

Chris Seely

202- b(6)

**From:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 1:46 PM  
**To:** Lujan, Theresa - OFCCP <b(6)@dol.gov>; Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** FW: Request is REQ0108450

FYA

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone:

Cell: 2

Email: b(6)@dol.gov

**From:** Peng, Leisheng - OASAM OCIO CTR <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 4:45 PM  
**To:** Huete, Marc C - OASAM OCIO <b(6)@dol.gov>; Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>; Atmore, Newton C - OASAM OCIO <b(6)@dol.gov>; Verma, Ramana - OASAM OCIO CTR <b(6)@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <b(6)@dol.gov>; Balib, Nadiyah K - OASAM OCIO CTR <b(6)@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <b(6)@dol.gov>; Arrington, John M - OASAM OCIO

**b(6)** <[redacted]@dol.gov>

**Subject:** RE: Request is REQ0108450

Here is the voicemail prompt. Please review. If it is ok with you, I will configure it into the specialty line.

Thanks,  
Leisheng

**Leisheng Peng**, PMP, ITIL  
Office of the Chief Information Officer IVR Team  
Office of the Assistant Secretary for Administration and Management  
U.S. Department of Labor

**b(6)** Office  
Mobile  
[redacted]@dol.gov



**From:** Huete, Marc C - OASAM OCIO <[redacted]@dol.gov>

**Sent:** Friday, September 25, 2020 4:29 PM

**To:** Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>; Peng, Leisheng - OASAM OCIO CTR <[redacted]@dol.gov>; Atmore, Newton C - OASAM OCIO <[redacted]@dol.gov>; Verma, Ramana - <Verma.Ramana@dol.gov>; Hulbert Jr, Edward J - OASAM OCIO CTR <[redacted]@dol.gov>; Ba'ith, Nadiyah K. - OASAM OCIO CTR <[redacted]@dol.gov>; Imagna, OCIO CTR <[redacted]@dol.gov>; Arrington, John M - OASAM OCIO <[redacted]@dol.gov>  
**Subject:** RE: Request is REQ0108450

The user is requesting assistance on recording the voice message. Was there a step that she missed?

(FYI, there's a new Arrington in town. Your last email captured Nathan, our new CEM, not John, the telecom roadie.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Phone: [redacted]  
Cell: **b(6)**  
Email: [redacted]@dol.gov

**From:** Lujan, Theresa - OFCCP <[redacted]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Huete, Marc C - OASAM OCIO <[redacted]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[redacted]@dol.gov>  
**Subject:** RE: Request is REQ0108450

Marc the number didn't work for the voicemail recording. We followed these instructions

To record the prompt, please use the instruction below:

- 1) Dial number: 202 **b(6)**



- 2) Enter the recording ID **b(6)** followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

**From:** Lujan, Theresa - OFCCP  
**Sent:** Friday, September 25, 2020 11:54 AM  
**To:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Marc we are going to do the voicemail recording for 202-**b(6)** You sent this number and recording ID 202-343-5998 2) Enter the recording ID 4006 and I need to verify that this is the number we use to record the voicemail message.

Theresa

**From:** Huete, Marc C - OASAM OCIO <**b(6)**@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <**b(6)**@dol.gov>; Lujan, Theresa - OFCCP  
**Cc:** Williams, Tina T - OFCCP <**b(6)**@dol.gov>; Gean, Lissette - OFCCP <**b(6)**@dol.gov>; Smith, Kelley - OFCCP <**b(6)**@dol.gov>  
**Subject:** RE: Request is REQ0108450

Do you have a ticket for that new request?

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: **b(6)** 8  
Cell: **b(6)**  
Email: **b(6)**@dol.gov

**From:** Seely, Christopher - OFCCP <**b(6)**@dol.gov>  
**Sent:** Friday, September 25, 2020 2:18 PM  
**To:** Lujan, Theresa - OFCCP <**b(6)**@dol.gov>; Huete, Marc C - OASAM OCIO  
**Cc:** Williams, Tina T - OFCCP <**b(6)**@dol.gov>; Gean, Lissette - OFCCP <**b(6)**@dol.gov>; Smith, Kelley - OFCCP <**b(6)**@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Ok – we are about to launch. Marc – can you please help expedite.

Thanks,

Chris Seely  
202-343-**b(6)**

**From:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Huete, Marc C - OASAM OCIO  
**Subject:** RE: Request is REQ0108450

I am confirming all of the help desk staff has access to the [OFCCPCOMPLAINTHOTLINE@DOL.GOV](mailto:OFCCPCOMPLAINTHOTLINE@DOL.GOV) box. ESD had to elevate my request to give me permission to add the auto reply. I am waiting for a call back from ESD.

Theresa

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:00 AM  
**To:** [b(6)] - OASAM OCIO <[b(6)]@dol.gov>; Lujan, Theresa - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Request is REQ0108450

I followed the manual instructions and can access it.

Chris Seely

202- [b(6)]

**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:00 AM  
**To:** Lujan, Theresa - OFCCP <[b(6)]@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450

See if the outlook mailbox is ready now. The request number is in the subject.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Phone: [b(6)]  
Cell: [b(6)]  
Email: [b(6)]

**From:** Kano, Monte - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:50 PM  
**To:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>; Kleinkauf, Karl H - OASAM OCIO CTR <[b(6)]@dol.gov>; Behzad, Ellie - OASAM OCIO <[b(6)]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <[b(6)]@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[b(6)]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[b(6)]@DOL.gov>; Smarra, Aric - OASAM OCIO <[b(6)]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <[b(6)]@dol.gov>; Petree, Stephanie J - OASAM OCIO <[b(6)]@DOL.GOV>; McCarthy, Jonathan S - OASAM OCIO CTR <[b(6)]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <[b(6)]@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <[b(6)]@dol.gov>; Bell, Tom - OASAM OCIO CTR <[b(6)]@DOL.gov>; Dixon, Samson A - OASAM OCIO CTR <[b(6)]@dol.gov>; Glover, Edward - OASAM OCIO CTR <[b(6)]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <[b(6)]@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[b(6)]@dol.gov>; Bickert, Jeff - OASAM OCIO <[b(6)]@DOL.gov>; Wilt, Brian R - OASAM OCIO CTR <[b(6)]@dol.gov>; McKenzie, Valentina - OASAM OCIO CTR <[b(6)]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[b(6)]@dol.gov>

Cc: Enterprise Service Desk <[redacted]@dol.gov>  
Subject: RE: Request is REQ0108450

**b(6)**

Tier 3 - Cloud Messaging Team completed REQ0108450 - RITM0108547 - SCTASK0203825, earlier today.

Monte T. Kano  
Senior Systems Engineer  
Tier 3 - Cloud Messaging | Windows Admins  
OASAM | OCIO | ITOS | Operations  
U.S. Department of Labor  
801.233.4918



From: Huete, Marc C - OASAM OCIO <[redacted]@dol.gov>  
Sent: Friday, September 25, 2020 6:35 AM  
To: Kleinkauf, Karl H - OASAM OCIO CTR <[redacted]@dol.gov>; Rehzaad, Ellie - OASAM OCIO <[redacted]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <[redacted]@dol.gov>; Boxall, Colin - OASAM OCIO CTR <[redacted]@dol.gov>; Kano, Monte - OASAM OCIO CTR <[redacted]@dol.gov>; Sanchez, Gilberto J - OASAM OCIO <[redacted]@dol.gov>; Smarra, Aric - OASAM OCIO <[redacted]@dol.gov>; Comer, Donna M - OASAM OCIO CTR <[redacted]@dol.gov>; Petree, Stephanie J - OASAM OCIO <[redacted]@dol.gov>; McCarthy, Jonathan S - OASAM OCIO CTR <[redacted]@dol.gov>; Ndahayo, Claude B - OASAM OCIO CTR <Ndahayo.Claude.B@dol.gov>; Watkins, Natalie D - OASAM OCIO CTR <[redacted]@dol.gov>; Bell, Tom - OASAM OCIO CTR <[redacted]@dol.gov>; Dixon, Samson A - OASAM OCIO CTR <[redacted]@dol.gov>; Glover, Edward - OASAM OCIO CTR <[redacted]@dol.gov>; Mitri, Doris E - OASAM OCIO CTR <[redacted]@dol.gov>; Menosky Jr, Charles M - OASAM OCIO CTR <[redacted]@dol.gov>; Bickert, Jeff - OASAM OCIO <[redacted]@dol.gov>; Wilt, Brian R - OASAM OCIO CTR <[redacted]@dol.gov>; McKenzie, Valerina - OASAM OCIO CTR <[redacted]@dol.gov>; White, Kevin J - OASAM OCIO CTR <[redacted]@dol.gov>  
Cc: Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>  
Subject: FW: Request is REQ0108450

It doesn't look like this task was reassigned. Cloud messaging, for REQ0108450, please create a new email address OFCCPCComplaintHotline and assign the staff listed in the ticket. As a reminder, this is in response to an Executive Order that come out on Tuesday, so is high visibility.

Thank you!

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W. Room N3416 x64

PE  
C  
E  
**b(6)**

From: Huete, Marc C - OASAM OCIO  
Sent: Thursday, September 24, 2020 5:25 PM  
To: Peng, Leisheng - OASAM OCIO CTR <[redacted]@dol.gov>  
Cc: Atmore, Newton C. - OASAM OCIO <[redacted]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[redacted]@dol.gov>; Verma, Ramana - OASAM OCIO <[redacted]@dol.gov>; Hulbert, [redacted] - OASAM OCIO CTR <[redacted]@dol.gov>; Ba [redacted] - OASAM OCIO CTR <[redacted]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <[redacted]@dol.gov>; Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>  
Subject: RE: Request is REQ0108450

OFCCP responded with the mailbox name: [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov).

(ESD, please append to the ticket and forward to the cloud team for action.)

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64

Ph: [REDACTED]  
Ce: [REDACTED]  
En: [REDACTED]

**From:** Peng, Leisheng - OASAM OCIO CTR <[REDACTED]@dol.gov>  
**Sent:** Thursday, September 24, 2020 [REDACTED]  
**To:** Huete, Marc C - OASAM OCIO <[REDACTED]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <[REDACTED]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[REDACTED]@dol.gov>; Verma, Ramana - OASAM OCIO <[REDACTED]@dol.gov>; Hulbert, [REDACTED] OCIO CTR <[REDACTED]@dol.gov>; B [REDACTED] OCIO CTR <[REDACTED]@dol.gov>; Imagna, Claude P - OASAM OCIO CTR <[REDACTED]@dol.gov>  
**Subject:** RE: Request is REQ0108450  
**Importance:** High

Here are the list of things that need to be done to set up this specialty line request:

1. All the users in the list are existing IVR users. Create a new workgroup named **OFCCP\_DC\_Washington EO**, with round-bin call routing algorithm, and assign below users into this workgroup. (Comp

- Christopher
- Theresa Luj
- Brenda Willi
- Ivan Brown
- Marcia Vent
- Sumit Dasg

[REDACTED]

Note: These users can login IVR Interaction Client by using "Remote Number" option. That means they can login to take the public calls by using their cell phone or local land line.

2. Assigned a local phone number 202- [REDACTED] to this workgroup. (Completed)
3. Outlook Cloud team need to create a shared mailbox, and grand full access with "Send-As" rights to the users listed above.

Note: Temporarily, we configured the mailbox [OFCCP-Voicemail-English@dol.gov](mailto:OFCCP-Voicemail-English@dol.gov) for this workgroup as a place holder. This mailbox currently is used for **OFCCP\_DC\_Washington\_DPPPD** specialty line. Some of the listed users should already have the access to this mailbox. We will wait for the new mailbox to be created, so we can replace this mailbox.

4. We need the customer to record the voicemail prompt. Please make sure record the English and Spanish prompts together, if Spanish prompt is needed.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's

obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

To record the prompt, please use the instruction below:

- 1) Dial number: 202-**b(6)**
- 2) Enter the recording ID followed by the (#) pound key
- 3) Press 1 to re-enter recording ID or any other key to continue
- 4) After the beep, speak the prompt text. When finished press the (#) pound key
- 5) To listen to recording, press 1
- 6) Press 3 to record message again followed by the (#) pound key
- 7) When finished, simply hang up

By current completed set-up, people can dial **202-343-2008**, the listed users will be able to take the calls if they are at "Available" status. If no users are available to take the call, the caller will hear a system voicemail prompt. The caller can leave a voicemail, and the voicemail .wav file will send to the mailbox OFCCP-Voicemail-English@dol.gov.

Please let us know when the new mailbox is created, and the prompt is recorded.

Thanks,  
Leisheng

**b(6)**  
 PMP, ITIL  
 Information Officer IVR Team  
 Assistant Secretary for Administration and Management  
 Department of Labor  
 Office  
 Mobile  
 Email: [b\(6\)@dol.gov](mailto:b(6)@dol.gov)



**From:** Ba'th, Nadiyah K - OASAM OCIO [b\(6\)@dol.gov](mailto:b(6)@dol.gov)  
**Sent:** Thursday, September 24, 2020  
**To:** Huete, Marc C - OASAM OCIO <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Cc:** Atmore, Newton C - OASAM OCIO [b\(6\)@dol.gov](mailto:b(6)@dol.gov); Arrington, Nathaniel C - OASAM OCIO [b\(6\)@dol.gov](mailto:b(6)@dol.gov); Verma, Ramana - OASAM OCIO CTR <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Peng, [b\(6\)@dol.gov](mailto:b(6)@dol.gov); [b\(6\)@dol.gov](mailto:b(6)@dol.gov) <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>; Hulbert Jr, Edward J - OASAM OCIO CTR <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Subject:** RE: Request is REQ0108450

We are currently researching this request.

Thank you,

Nadiyah Ba'th  
 Software Engineer II  
 ASRC-Federal Data Solutions  
 Information Technology VoIP  
 Office of the Chief Information Officer  
 U.S. Department of Labor / FPB.N4416  
 VoIP-IV  
 Main -  
 Email: [b\(6\)@dol.gov](mailto:b(6)@dol.gov)



**From:** Huete, Marc C - OASAM OCIO <[b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:25 PM  
**To:** Ba'th, Nadiyah K - OASAM OCIO CTR <[b(6)]@dol.gov>  
**Cc:** Atmore, Newton C - OASAM OCIO <[b(6)]@dol.gov>; Arrington, Nathaniel C - OASAM OCIO <[b(6)]@dol.gov>  
**Subject:** FW: Request is REQ0108450  
**Importance:** High

Nadiyah, I don't see this added to the ticket history, but this request is in response to an Executive Order and is Very Important. Please ensure this phone line is created as soon as physically possible. OFCCP will be reporting up Friday evening regarding compliance with the new EO.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)] 58  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Huete, Marc C - OASAM OCIO  
**Sent:** Thursday, September 24, 2020 8:42 AM  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Fort, Harvey D - OFCCP <[b(6)]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** Request is REQ0108450  
**Importance:** High

I put the ticket in this morning. It is awaiting Harvey Fort's approval to move forward.

ESD, please prioritize this request. It is in support of Tina Williams, a VIP, to meet a new EO.

Chris, what is the name of the email address to be associated? Please note, I have requested all staff below receive access via a soft phone for the time being.

Thank you,

Marc Huete  
Office of the Chief Information Officer (OCIO)  
Division of Client Engagement  
200 Constitution Ave. N.W., Room N3416 x64  
Phone: [b(6)] 8  
Cell: [b(6)]  
Email: [b(6)]@dol.gov

**From:** Seely, Christopher - O [redacted]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** Huete, Marc C - OASAM OCIO [redacted]@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[redacted]@dol.gov>; Williams, Tina T - OFCCP [redacted]@dol.gov>; Huete, Marc C - OASAM OCIO [redacted]@dol.gov>  
**Subject:** RE: EO Hotline

Hi Marc,

For now, the list of users includes:

- Christopher Seely
- Theresa Lujan
- Brenda Williams-Stewart
- Ivan Brown
- Marcia Venters
- Sumit Dasgupta

These same people will need access to the new email inbox.

Thank you and please let me and Theresa know if you have any questions.

Chris Seely

202 [redacted] b(6)

**From:** Huete, Marc C - OASAM OCIO [redacted]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** EnterpriseUC <EnterpriseUC@dol.gov>; Enterprise Service Desk <EnterpriseServiceDesk@dol.gov>  
**Cc:** Smith, Kelley - OFCCP <[redacted]@dol.gov>; Seely, Christopher - OFCCP <[redacted]@dol.gov>; Williams, Tina T - OFCCP <[redacted]@dol.gov>  
**Subject:** FW: EO Hotline

FYI, I'll be putting this request in as soon as I get the list of users. They need a new hotline put in by Friday. The request is originating from Tina Williams, a VIP. I do think IVR is the better solution since there's a team who answer. I'm expecting this to be soft-phone only for the time being. Ideally routed as an additional line to the standard cisco desk phones when we return to the office.

As a note, how do you request a VOIP phone now? There's no link on SN to request that.

Marc Huete

Office of the Chief Information Officer (OCIO)

Division of Client Engagement

200 Constitution Ave. N.W., Room N3416 x64

Ph: [redacted] b(6)  
Ce: [redacted] b(6)  
En: [redacted] b(6)@dol.gov

**From:** Smith, Kelley - OFCCP [redacted]@dol.gov>  
**Sent:** Wednesday, September 23, 2020 2:26 PM  
**To:** Huete, Marc C - OASAM OCIO [redacted]@dol.gov>  
**Cc:** Leung, Kenneth - OFCCP [redacted]@dol.gov>  
**Subject:** Fwd: EO Hotline

Marc we need this hotline ASAP

Whodunnit we need to talk to?

Sent from my iPhone

Begin forwarded message:

**From:** "Smith, Kelley - OFCCP" <b(6)@dol.gov>  
**Date:** September 23, 2020 at 3:00 PM  
**To:** "Leung, Kenneth - OFCCP" <b(6)@dol.gov>, "Spalding, Candice - OFCCP" <b(6)@dol.gov>  
**Subject:** FW: EO Hotline

What do we need to do to get this done asap?

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Wednesday, September 23, 2020  
**To:** Smith, Kelley - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** FW: EO Hotline  
**Importance:** High

Kelley – we need to get an expedited phone line and email account as quickly as possible to accommodate this request. What do we need to do? Thanks.

**From:** Leen, Craig - OFCCP <b(6)@dol.gov>  
**Sent:** Wednesday, September 23, 2020  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione,Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Bickerstaffe, Keir - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** EO Hotline  
**Importance:** High

Tina,

Please proceed to set up the hotline we've been directed to set up in the Executive Order.

"The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate."

Please allow it to take complaints via phone and email, as well as through the complaint portal on our website. Please indicate that OFCCP would investigate complaints regarding training programs under both the EO and EO 11246. Of course, race and sex stereotyping and scapegoating in employment are unlawful under EO 11246's affirmative and non-discrimination obligations, and have been so for a long time.

Please include information on our OFCCP webpage regarding the hotline.

Please ensure this is done this week. I want the hotline running by Friday.

Thanks,



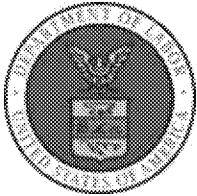
Craig

Craig E. Leen  
Director, Office of Federal Contract Compliance Programs  
**U.S. Department of Labor**  
200 Constitution Avenue, NW  
Room C3325  
Washington, DC 20210

(202) b(6) (one)  
(202) b(6) (x)



**From:** WHDNOCComm - WHD [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=46D3708902A741E894F114AD9176665C-WHDNOCOMM -]  
**Sent:** 9/24/2020 6:15:41 AM  
**Subject:** DOL Daily Briefing (9-24-20)  
**Attachments:** DOL Daily Briefing (9-24-20).pdf; DOL Daily Briefing (9-24-20).mobi; DOL Daily Briefing (9-24-20).docx



# DOL DAILY BRIEFING

U.S. Department of Labor  
By TechMIS  
[www.TechMIS.com](http://www.TechMIS.com)

Mobile User Copy

**TO: U.S. Department of Labor & Staff**  
**DATE: Thursday, September 24, 2020 6:00 AM ET**

## DOL News and Opinion

[Manufacturing jobs see help with apprenticeship programs \(KMIZ-TV ABC 17 Columbia\)](#)

## DOL News Releases

[U.S. Secretary of Labor Scalia Highlights Economic Reopening and Apprenticeship Announcement in Greensboro, North Carolina](#)

[U.S. Department of Labor Announces First Group of Standards Recognition Entities for Industry-Recognized Apprenticeship Programs](#)

## Employment

[Walmart to hire 20,000 seasonal workers, stocks up on TVs for the holidays \(MarketWatch\)](#)

[Walmart looks to hire 20,000 workers to help pack and ship holiday orders this year \(CNBC\)](#)

[Best Buy Hosting Job Fairs, Hiring Thousands Of Workers For The Holidays \(WBZ-TV CBS 4 Boston\)](#)

[\[MI\] Michigan Announces Plan To Develop Clean Energy Jobs \(Detroit Patch\)](#)

[\[TX\] Need work? Find 5,000 open positions at State Fair of Texas' first virtual job fair \(Dallas Morning News\)](#)

## Unemployment

[We can end America's unemployment nightmare \(MSN\)](#)

[There Might Be Roughly 10 Million Fewer Jobless Americans Than It Seems. Here's Why. \(Barron's\)](#)

[Unemployment benefits: 8 possible reasons why your payment is late — and what to do about it \(Bankrate\)](#)

[Nearly 75% of hotels are expecting even more layoffs before the end of the year \(Business Insider\)](#)

[\[MA\] Massachusetts unemployment recovery remains slow and uneven \(Boston 25 News\)](#)

[\[NY\] Unemployed New Yorkers can become poll workers without losing benefits \(MSN\)](#)

[\[NY\] Dave & Buster's files to make 1,400 layoffs permanent, including 421 on Long Island \(Newsday\)](#)

[\[PA\] P.F. Chang's extends layoffs of hundreds of Greater Philadelphia workers \(Philadelphia Business Journal\)](#)

[\[DC\] DOES Under Fire for Unemployment Compensation Delays \(Washington Informer\)](#)

[\[SC\] South Carolina approves 2nd round of federal COVID-19 aid \(US News & World Report\)](#)

[\[TN\] Tennessee Reduces Improper Unemployment Payments through Data and Determination \(RouteFifty\)](#)

[\[SD\] Feds' \\$600 unemployment bonus led to many ineligible claims, S.D. labor secretary says \(KELO-TV CBS 11 Sioux Falls\)](#)

[\[CA\] Unemployment claims have fallen faster since the \\$600 unemployment bonus expired \(American Enterprise Institute\)](#)

[\[CA\] Beverly Hills Police Uncover \\$1M More In Unemployment Scam \(Beverly Hills Patch\)](#)

## **Apprenticeship**

[Democrats Pitch Apprenticeship Expansion to Counter Unemployment \(Bloomberg Law\)](#)

[\[ME\] Paid apprenticeships available at Aldermere Farm, Erickson Fields \(Penobscot Bay Pilot\)](#)

[\[PA\] 'Earn While You Learn' agriculture apprenticeship opportunity \(Lower Bucks Times\)](#)

[\[IN\] City of Bloomington Supports Free Biomanufacturing Tech Apprenticeship Program Accepting Students for October \(WBIW-AM 1340 Bedford\)](#)

## **Labor**

[Masked smiles redefine workplace culture: 'Feels like we're strangers' \(Washington Post\)](#)

[This college is responding to an often-ignored population: Working adults \(Washington Post\)](#)

[Making capitalism work better is a perfect job for good old American know-how \(MarketWatch\)](#)

[Airlines Face Desolate Future as Attempts to Reopen Crumble \(Bloomberg\)](#)

[Walmart Took Its Eye Off Black Managers While Women Advanced \(Bloomberg\)](#)

[Former Volvo CEO: Companies still aren't giving workers what they deserve \(CNN\)](#)

[So you're working remotely and want to move? Read this first \(CNN\)](#)

[What I learned after graduating from college in the middle of a pandemic \(CNBC\)](#)

[The pilots changing the face of aviation \(MSN\)](#)

[The future of the economy hinges on child care \(MSN\)](#)

[COVID-19 has narrowed the divide between Democrats and Republicans on ways to support workers \(USA Today\)](#)

[The Agile Workforce \(Forbes\)](#)

[This Working Mom Wants To Reduce Burnout For Parents \(Forbes\)](#)

[The pros and cons of hiring independent contractors \(Business Management Daily\)](#)

[6 Tips For Employers Tackling Post-Virus Telework Requests \(Law360\)](#)

[Self-Directed IRA Accounts Get Enhanced Access to Private Markets \(Morningstar\)](#)

[\[NC\] Faced with 20% teacher turnover, this district decided to 'grow their own' \(EdNC\)](#)

[\[IN\] Center of Workforce Innovations Adult Learning Centers offer a better tomorrow to many \(NWI Life\)](#)

[\[MO\] CHAMPIONS Look Forward to New Jobs in the Trades \(St. Louis CNR\)](#)

[\[AZ\] Live events workers marched with empty road cases to a rally in Tempe to save jobs \(Arizona Republic\)](#)

[\[WA\] Here are the bright spots in Seattle's coronavirus pandemic job market \(Portland Oregonian\)](#)

### **Child Labor**

[Palm oil labor abuses linked to world's top brands, banks \(Washington Post\)](#)

### **Immigration**

[Immigrants Keep Sending Money Home Despite Pandemic Job Losses \(New York Times\)](#)

[How Do Restrictions on High-Skilled Immigration Affect Offshoring: Evidence from the H-1B Program \(Cato Institute\)](#)

[H-1B visa regulation at White House for review \(Staffing Industry Analysts\)](#)

### **Working Women**

[COVID-19 recession hit women especially hard. We need bold policies to promote equality. \(USA Today\)](#)

[Pregnancy during a pandemic: The stress of COVID-19 on pregnant women and new mothers is showing \(The Conversation\)](#)

[How the pandemic's push toward remote work could end the motherhood penalty \(Fast Company\)](#)

[How new pregnancy accommodation legislation could impact feds \(Federal Times\)](#)

[Companies with greater gender diversity in leadership roles create a more positive experience for all employees \(Morningstar\)](#)

[\[NY\] Women's Opportunity Center lays off staff in response to drastic lapse in funding \(Ithaca Voice\)](#)

[\[DC\] Why Working Women in D.C. Succeed on the Job and What Other Cities Can Learn \(Washington Informer\)](#)

[\[HI\] Eight business women honored \(Garden Island\)](#)

### **Wages & Compensation**

[The cost of racial inequality is \\$16 trillion, new Citi report says \(MarketWatch\)](#)

[Citigroup to spend more than \\$1 billion to help close racial wealth gap \(MarketWatch\)](#)

[Citi to dedicate more than \\$1 billion to initiative for closing the racial wealth gap \(CNBC\)](#)

[Citi Pledges \\$1 Billion To Narrow The Racial Wealth Gap, Confront Wealth Inequality \(Forbes\)](#)

[Companies shed workers, paid dividends after getting Fed aid, panel finds \(Politico\)](#)

[Economic inequality costs the average working person \\$42,000 annually \(The Hill\)](#)

[The Late '10s Were Better for Incomes Than the '90s \(Bloomberg\)](#)

[Essential workers deserve essential wages \(MSN\)](#)

[It's time to upgrade benefits \(MSN\)](#)

[From Stimulus Checks to Extra Unemployment Cash, Politics and Blunders Delay Lifeline Payments \(Newsweek\)](#)

[Homeownership Less Affordable For Average Workers Across U.S. In Third Quarter Of 2020 \(Business Insider\)](#)

[Coronavirus fallout has erased \\$3.5 trillion in workforce income, UN agency says \(Business Insider\)](#)

[New Survey: Businesses to Hold Wages and Benefits Steady \(San Francisco Chronicle\)](#)

[\[CA\] Meet the State Senator Shifting California's Workplace Culture \(New York Times\)](#)

### **Minimum Wage**

[\[ME\] Rockland residents will have a chance to vote on \\$15 minimum wage \(Maine Beacon\)](#)

[\[FL\] Poll shows strong support for raising Florida's minimum wage, open primaries \(WESH-TV NBC 2 Orlando\)](#)

### **Overtime**

[\[NY\] White NYC Laborers Rack Up Tens of Thousands in Overtime While Black, Latino and Asian Workers Get Crumbs, Bias Suit Charges \(The City\)](#)

[\[PA\] SEPTA manager fired for alleged overtime fraud \(Philadelphia Inquirer\)](#)

[\[NC\] Lowe's Fends Off OT Suit Over Tax-Reform Bonuses, Volunteer Work \(Bloomberg Law\)](#)

[\[CA\] Farmers Insurance Overtime Pay Settlement – Over and Over Again \(Lawyers & Settlements\)](#)

### **Paid Leave**

[How Coca-Cola, Old Navy And Other U.S. Employers Are Encouraging Employees To Vote In The 2020 Election \(Forbes\)](#)

[October 1 Brings Paid Parental Leave, Other Changes \(FEDweek\)](#)

[All Workers Need Paid Family And Medical Leave, Prudential Says \(InsuranceNewsNet\)](#)

[\[MA\] Working Mass. Parents May Qualify for Paid Leave During Child's Remote, Hybrid Learning \(WBTS-TV NBC 10 Boston\)](#)

[\[CA\] California Expands Family and Medical Leave Entitlements \(JD Supra\)](#)

### **Worker's Compensation**

[Post-shutdown, workers' compensation insureds struggle with new risks \(Insurance Business\)](#)

[COVID-19 workers' compensation considerations for long-term care facilities \(McKnight's Long-Term Care News\)](#)

[\[NC\] Fired worker may proceed with retaliation suit \(Business Insurance\)](#)

[\[CA\] Workers' Compensation Liability Is Catching In California \(JD Supra\)](#)

### **Employee Misclassification**

[DOL's Proposed Rule Examines Classification of Independent Contractors \(HR Daily Advisor\)](#)

[Defining "Contractor" Status Would Provide Some Relief for Struggling Workers and Small Businesses \(Heritage Foundation\)](#)

[Gagging on the Gig Economy: Labor Dept. Fast-Tracks Rule Widening Independent-Contractor Status \(Labor Press\)](#)

[Department of Labor tackles worker classification definition \(Land Line\)](#)

[\[CA\] Endorsement: No on Prop. 22. It's the wrong solution for Uber drivers and the gig economy \(Los Angeles Times\)](#)

[\[CA\] Californians not sold on treating Uber, Lyft drivers as independent contractors, new poll shows \(Los Angeles Times\)](#)

### **Wage Violations**

[\[NJ\] Wage Theft, Workplace Injuries, and No Sick Time: Report Uncovers Exploitation of New Jersey's Domestic Workers \(InsiderNJ\)](#)

[\[PA\] More inmates accused of fraudulently seeking jobless checks \(Pittsburgh Tribune-Review\)](#)

[\[IA\] DoL: Iowa manufacturer must pay employees \\$279K in back pay \(Plant Services\)](#)

[\[TX\] Medical assistant sues Houston-area Clinica Hispana locations over unpaid wages \(San Antonio Express-News\)](#)

## **Worker Safety**

[\[MA\] OSHA cites Massachusetts dental practice for respiratory protection violations \(American Dental Association\)](#)

[\[CT\] OSHA alleges COVID-19 violations at Natchaug Hospital \(New London Day\)](#)

[\[VA\] State delegate joins business owners in lawsuit challenging Virginia's virus workplace safety regulations \(Virginia Mercury\)](#)

[\[VA\] Norfolk Shipyard Sheet Metal Shop Works to Combat COVID-19 \(Department of Defense\)](#)

[\[CA\] California house cleaners, nannies, caregivers could get new workplace protections \(San Francisco Chronicle\)](#)

[\[CA\] California, Here's How to Protect Essential Workers \(California Health Report\)](#)

## **Veteran**

[Farmer Veteran Coalition announces 4 new state chapters \(AgDaily\)](#)

[Twitter poll calls Army work-life balance into question \(Air Force Times\)](#)

[Let's help military veterans get jobs by recognizing the value of their training in the service \(Lumina Foundation\)](#)

[These are some of the best federal jobs for veterans \(We Are The Mighty\)](#)

## **Union**

[Why conservatives should embrace labor unions to reduce economic inequality \(USA Today\)](#)

[Rethinking Public-Service Unions \(R Street\)](#)

[Salary Cuts, Pension Debt and Charges of Racism — Teachers Unions Clash with Their Own Employees \(The 74\)](#)

[\[NY\] Managers and non-unionized city workers begin furloughs next month \(MSN\)](#)

[\[NC\] Labor Union Plants a Big Flag in Western North Carolina \(National Law Review\)](#)

[\[TN\] Pandemic Spurs Nashville Restaurant Workers to Organize \(Labor Notes\)](#)

[\[NV\] Workers at a 2nd Station Casinos resort want out of Culinary union \(Las Vegas Review-Journal\)](#)

[\[NV\] Giant inflatable rat display prompts talks between Harrah's Reno building owner and union \(Reno Gazette-Journal\)](#)

## **Disability**

[\[TX\] Airswift Sued by EEOC for Disability Discrimination \(JD Supra\)](#)

## **Law & Compliance**

[Oracle's Win Over DOL Will Shake Up Pay Equity Enforcement \(Bloomberg Law\)](#)

[As Ellen DeGeneres fights claims of a toxic workplace, here are 3 signs you work in one \(CNBC\)](#)

[Employers grapple with COVID-19 presumption laws \(Business Insurance\)](#)

[White House Expands Crackdown on Certain Diversity and Inclusion Training \(Government Executive\)](#)

[DOL Provides Enforcement Reprieve for Certain Seasonal Establishments Coping with COVID-19 \(Littler\)](#)

[\[ME\] Maine senator, brewery owner faces labor complaint \(US News & World Report\)](#)

[\[NY\] New York Firefighter sues department over racism, hostile work environment \(ABC News\)](#)

[\[NJ\] Our nannies, housecleaners, caregivers need a Bill of Rights \(Newark Star-Ledger\)](#)

[\[KY\] Employee Refusal to Work Not Covered by Covid Leave-Law Changes \(Bloomberg Law\)](#)

[\[CA\] Google, Adecco must face Calif. workers' challenge to confidentiality pacts \(Reuters\)](#)

### **Family and Medical Leave**

[3rd Circ. Upholds Boeing's Win In FMLA Retaliation Suit \(Law360\)](#)

[\[NY\] NYC Mayor de Blasio expands five-day furlough to 9,000 city workers \(Daily Star Post\)](#)

### **Retirement**

[Rein in 'Green' Investing to Strengthen Retirement \(Newsmax\)](#)

[Investment professionals must rise above juvenile partisanship to protect retirement security \(All About Alpha\)](#)

[The 4% Rule Is Dead. What Should Retirees Do Now? \(Iris.xyz\)](#)

[Money on the Brain: Rebalancing your 401k could save your retirement \(Lincoln Courier\)](#)

[\[IL\] A pension reform plan that works — or a great white whale? \(Crain's Chicago Business\)](#)

### **Trade**

[Tesla sues to block Trump tariffs on trade with China \(Los Angeles Times\)](#)

[Tesla sues U.S. government to overturn Trump administration tariffs on China \(CNBC\)](#)

[UN should prioritize ease of trade to fight poverty \(The Hill\)](#)

[\[TX\] Trade often dominated Trump's first-term agenda. But it's slipped from the 2020 forefront, even in trade-heavy states like Texas \(Dallas Morning News\)](#)

### **National**

[Fed Officials Maintain Calls for More Government Spending to Support Economic Recovery \(Wall Street Journal\)](#)

[Dems: Fed COVID response enriched investors as workers fired \(The Hill\)](#)

[Fed's Daly says inflation will be guide on U.S. full employment \(Reuters\)](#)

[Amid coronavirus, the Great American Comeback is underway \(The Hill\)](#)

[Reclaiming the American Dream \(The Hill\)](#)

[Getting COVID-19 Is Putting Americans On The Brink Of Economic Crisis \(Huffington Post\)](#)

[Congress' failure to pass a stimulus package carries devastating consequences for millions of unemployed workers and small businesses \(Business Insider\)](#)

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

## **DOL News and Opinion**

[Manufacturing jobs see help with apprenticeship programs \(KMIZ-TV ABC 17 Columbia\) \(9/23/2020 8:08 PM, Staff Report\)](#)

Manufacturing jobs have seen a heavy boost in job fulfillment in the U.S. in previous months, as the U.S. economy slowly recovers. The August jobs report showed 1.37 million new jobs added, with unemployment sitting at 8.4 percent.

On Wednesday, U.S. Secretary of Labor Eugene Scalia toured Machines Specialist Inc. in Whitsett. It marked his first stop in the Triad since a February visit. He explained that manufacturing jobs are “coming back,” due to a trade agreement between the U.S., Mexico and Canada. “[Manufacturing jobs are] critical to our economy, to our economic wellbeing, to our national security,” Scalia said.

## **DOL News Releases**

### U.S. Secretary of Labor Scalia Highlights Economic Reopening and Apprenticeship Announcement in Greensboro, North Carolina

(9/23/2020 12:00 PM, OSEC)

Today, U.S. Secretary of Labor Eugene Scalia traveled to Greensboro, North Carolina to discuss the economic recovery during the coronavirus pandemic. Secretary Scalia toured Machine Specialties, Inc. and met with company leadership, employees, and apprentices to discuss economic recovery and building a stronger workforce through apprenticeships. Additionally, Secretary Scalia participated in a roundtable discussion with local business and community leaders to highlight safely reopening businesses and workforce development efforts in North Carolina.

Earlier in the day, the Department announced the next step in expanding apprenticeships by recognizing the first group of Standards Recognition Entities, which will oversee the development of high-quality Industry-Recognized Apprenticeship Programs. “I was pleased to visit Machine Specialties today to learn how their apprenticeship program is equipping workers with skills that lead to good-paying jobs,” said U.S. Secretary of Labor Eugene Scalia. “Apprenticeships play a key role in helping Americans get back to work. The announcement this morning of the first Standards Recognition Entities recognized by the Department marks an important milestone in the expansion of apprenticeships to new industries. The President’s actions to expand apprenticeships, cut taxes, knock down unnecessary regulatory barriers, and implement strong trade agreements like the USMCA are powering our economy out of the pandemic and into a strong recovery.”

### U.S. Department of Labor Announces First Group of Standards Recognition Entities for Industry-Recognized Apprenticeship Programs

(9/23/2020 12:00 PM, ETA)

As a critical part of the Administration’s efforts to expand access to in-demand job opportunities, the U.S. Department of Labor today announced that it has recognized an initial 18 organizations as Standards Recognition Entities (SREs) to oversee the development of high-quality Industry-Recognized Apprenticeship Programs (IRAPs). SREs are third party industry and workforce leaders that will evaluate and recognize high-quality IRAPs consistent with the Department’s standards. The 18 SREs are the first group of SREs to receive recognition under new regulations the Department published earlier this year to expand apprenticeship opportunities in industries where apprenticeships have been underutilized. The recognition of these entities follows a rigorous review from the Department to ensure that they have the capacity and quality-assurance procedures needed to monitor IRAPs. SREs can now begin to work with employers and other entities to establish, recognize and monitor high-quality IRAPs that provide apprentices with industry-recognized credentials. SRE recognition is valid for five years. “Standards Recognition Entities are the foundation for Industry-Recognized Apprenticeship Programs,” U.S. Secretary of Labor Eugene Scalia said. “The entities we recognize today will enable companies in industries like healthcare, advanced manufacturing, information technology, and many others better tailor their apprenticeship programs to fit the particular needs of their workforces.”

“Expanding apprenticeships means more job opportunities for American workers,” Assistant Secretary of Employment and Training John Pallasch said. “During this time of economic change, it’s important to create better access to good-paying careers for America’s workforce.” Many different types of entities may be recognized SREs, including trade groups, companies, educational institutions, state and local governments, non-profit organizations, unions, joint labor-management organizations, and certification and accreditation bodies for a profession or industry. This first cohort of SREs includes a diverse array of organizations representing accreditation bodies, community colleges, employers, industry associations,



state agencies and workforce development agencies. SREs have been approved to recognize IRAPs nationally or statewide in 20 industries, with many representing sectors where apprenticeship opportunities are not widespread. In addition, SREs have been approved to recognize IRAPs in nearly 130 occupations with numerous related industry-recognized credentials.

The Department's announcement of this inaugural SRE cohort marks the culmination of the Department's work in response to the recommendations of the Task Force on Apprenticeship Expansion. Created under President Trump's Executive Order to Expand Apprenticeships in America issued on June 15, 2017, the 20 member Task Force, headed by the Secretary of Labor and co-chaired by the Secretaries of Commerce and Education, expanded upon the Administration's commitment to apprenticeship development and expansion. Since Jan. 1, 2017, over 800,000 individuals have found employment through an apprenticeship program. Apprenticeships have a proven track record of producing strong results for both employers and workers. Apprenticeships are pathways to good paying jobs in high-growth and emerging industries; allow workers to learn while they earn; provide an average starting salary of \$70,000 for people who complete apprenticeship programs; and have strong retention rates with more than 90 percent of apprentices remaining employed after they have completed their training. The 18 organizations newly recognized as SREs are:

AED Foundation (National);  
Alabama Office of Apprenticeship (Alabama);  
American Nurses Credentialing Center Practice Transition Accreditation Program® (National);  
ANSI National Accreditation Board (National);  
Apprenticeship Missouri (Missouri);  
ApprenticeshipNC (North Carolina);  
Colorado Community College System (Colorado);  
Energy Sector Security Consortium INC (National);  
FANUC-ROCKWELL SRE (National);  
FASTPORT (National);  
Franklin Apprenticeships (National);  
Iowa Department of Education (Iowa);  
Ivy Tech Community College of Indiana (Indiana);  
National Institute for Metalworking Skills (National);  
Peregrine Technical Solutions (National);  
Smart Automation Certification Alliance (National);  
Texas Workforce Commission (Texas); and  
WTIA Workforce Consulting (National).

Entities that are interested in seeking recognition from the Department to serve as an SRE can submit an application online at any time.

## Employment

Walmart to hire 20,000 seasonal workers, stocks up on TVs for the holidays (MarketWatch)  
(9/23/2020 9:30 AM, Tonya Garcia)

Walmart Inc. says it has started the holiday hiring process, seeking 20,000 workers to help with a season that is starting earlier and relying more on digital due to COVID-19. Walmart's new hires will join its e-commerce fulfillment centers. Pay will range from \$15.75 to \$23.75 an hour and will begin right away, with shifts assigned as quickly as 48 hours after a new hire has applied for a job. Seasonal hires will stay on through Jan. 1, 2021, and many roles could turn permanent.

Walmart has hired more than 500,000 workers since March across stores and elsewhere in the business. The retail giant is also stocking up on items that have grown in demand since the start of the pandemic, like bicycles, exercise equipment and athleisure gear. The company is also stocking up on pet items "to

ensure it has great gifts for the newest member of many families since the pandemic began," it said in an announcement.

Walmart looks to hire 20,000 workers to help pack and ship holiday orders this year (CNBC)  
(9/23/2020 8:43 AM, Melissa Repko)

Walmart said it will hire 20,000 seasonal employees who will help pack and ship online purchases at its fulfillment centers as it anticipates more holiday shopping to shift online during the coronavirus pandemic. It marks the first time in five years that the big-box retailer has announced significant holiday hiring. The company is adding the seasonal workers, even after its pandemic-fueled spree. Since March, it has hired more than 500,000 employees across its U.S. stores and supply chain to keep up with demand for a wide range of items, from groceries to hair color and bicycles.

Over the past few years, Walmart has largely given extra hours to its existing employees to keep up with the pace of holiday shopping. However, this year the pandemic could complicate how the season unfolds. New Covid-19 cases are rising by a weekly average of 5% or more in 29 states and Washington, D.C., according to a CNBC analysis of data compiled by Johns Hopkins University. And public health officials are concerned those numbers could grow as colder temperatures force people inside.

Best Buy Hosting Job Fairs, Hiring Thousands Of Workers For The Holidays (WBZ-TV CBS 4 Boston)  
(9/23/2020 10:55 AM, Staff Report)

Best Buy is looking to hire thousands of new employees. Starting this week, individual stores will be holding job fairs to start the process of hiring for the holiday season.

The fairs being held in the Boston area and at stores nationwide could include same-day interviews and on-the-spot job offers. Best Buy says it needs both in-store and distribution center workers. New hires will make at least \$15 an hour.

[MI] Michigan Announces Plan To Develop Clean Energy Jobs (Detroit Patch)  
(9/23/2020 2:17 PM, Joey Oliver)

A pair of executive orders signed by Michigan Gov. Gretchen Whitmer Wednesday create the MI Healthy Climate Plan, which aims to protect the environment and help develop new clean energy jobs by putting Michigan on a path toward becoming fully carbon-neutral by 2050, the state announced in a news release. "The science is clear – climate change is directly impacting our public health, environment, our economy, and our families," Whitmer said in a statement. "This dangerous reality is already causing harm throughout Michigan, with communities of color and low-income Michiganders suffering disproportionately, which is why I'm taking immediate action to protect our state. We owe it to our children and grandchildren to leave them a cleaner, safer and healthier world. Through comprehensive and aggressive steps, we will combat the climate crisis by formally setting and relentlessly pursuing a goal of statewide decarbonization by 2050. These bold actions will provide critical protections for our environment, economy, and public health, now and for years to come. It will also position Michigan to attract a new generation of clean energy and energy efficiency jobs."

Executive Directive 2020-10 sets the goal of economic decarbonization in Michigan by 2050. Officials said transitioning to carbon neutrality will mitigate the future harms of climate change and enable Michigan to take full advantage of the ongoing global energy transformation — from the jobs it will generate for our skilled workforce, to the protections it will provide for natural resources, to the savings it will bring to communities and utility customers.

[TX] Need work? Find 5,000 open positions at State Fair of Texas' first virtual job fair (Dallas Morning News)

(9/23/2020 6:33 PM, Staff)

The State Fair of Texas will kick off its first ever virtual job fair Thursday that will last until Friday afternoon. Normally, the State Fair hosts a job fair for seasonal employees at the conclusion of the marquee event that includes three weeks of lights, rides and food. On Friday, the State Fair will start its

Big Tex Fair Food Drive-Thru, where fairgoers can enjoy turkey legs and other treats in lieu of the yearly festivities.

The drive-through event and virtual job fair were innovations caused by the coronavirus pandemic. Organizations have been transitioning to socially-distanced alternatives to activities since March. "The whole idea was to help residents around the Fair Park area [and] make sure we're hitting those low-income, high-poverty neighborhoods and bringing resources to that area," said Kamala Kannan, vice president of workforce development for Goodwill.

## Unemployment

### We can end America's unemployment nightmare (MSN)

(9/23/2020 7:33 AM, Emily Stewart)

Erin Suggs applied for unemployment in March as soon as the California salon she works at shut down. She figured her case would be pretty straightforward — she works on commission, meaning she's counted as a regular employee, not self-employed.

But it took the 50-year-old mother of two more than two months to get her benefits, during which time she estimates she and her husband called California's Employment Development Department, which administers the state's unemployment system, upward of 3,000 times. It turned out that in filling out the forms, she checked one box wrong. "It just put me in pending hell for 10 weeks," she says. "There was no way of fixing it." Her experience is hardly unique. In California alone, more than 6 million people, or one-third of the state's workers, have filed for unemployment benefits, and hundreds of thousands of them have been stuck in a weeks- or even months-long backlog.

### There Might Be Roughly 10 Million Fewer Jobless Americans Than It Seems. Here's Why. (Barron's)

(9/23/2020 12:30 PM, Matthew C. Klein)

When the latest report on jobless claims comes out Thursday morning, it will likely continue to show almost 30 million Americans getting jobless benefits in early September, about the same as in mid-May. That suggests there has been almost no improvement in the job market for months. But that bleak conclusion — which comes from the data provided by the Labor Department's Employment and Training Administration, which comes from the states and territories that each run their own unemployment insurance system — doesn't fit the numbers from the Bureau of Labor Statistics on how many Americans have and don't have jobs, which shows steady progress since the economy hit bottom in April.

The BLS survey data imply there were about 20.5 million jobless in August — nearly 10 million below what is implied by the ETA numbers. That includes the 13.6 million conventionally counted as unemployed, the 3.7 million who left the labor force since February, those who were wrongly counted as "employed with an unpaid absence" (currently around zero), and the 3.2 million people who would rather have worked full time but instead were forced to work part time since the pandemic began. While 20.5 million is worse even than the worst month of the global financial crisis, it's nevertheless a big improvement from April, when this measure implied there were more than 42 million jobless Americans.

### Unemployment benefits: 8 possible reasons why your payment is late — and what to do about it

(Bankrate)

(9/23/2020 3:02 PM, Sarah Foster)

President Donald Trump's unconventional boost to weekly unemployment benefits by way of executive order has left state agencies scrambling to implement new systems that now involve working with the Federal Emergency Management Agency. The most Americans since the Great Depression are currently relying on jobless benefits and it's largely overwhelming the system, while more keep applying each week at a historically elevated pace.

In most cases, it can be valuable to get through to your state unemployment office and speak with a representative. They can help you identify any pain points in your application and perhaps speed up the

process for you, though some filers have been having trouble getting through to speak with an agent amid massive job loss nationwide. Most experts are in agreement that you should always re-apply if you believe you were mistakenly denied a benefit.

Nearly 75% of hotels are expecting even more layoffs before the end of the year (Business Insider)  
(9/23/2020 8:56 AM, Taylor Borden)

Hotels across the US furloughed countless workers at the outset of the coronavirus pandemic in March. Since then, it's become clear that the hospitality industry has been among the hardest hit by the pandemic. But the industry isn't recovering — and the layoffs likely won't stop coming.

The American Hotel and Lodging Association (AHLA) just released the results of a survey of more than 1,000 hotels conducted in mid-September. It found that most are preparing for the worst — the majority of hotels are anticipating making major changes to keep up with costs, like laying off even more staff in an industry where the unemployment rate is already as high as 38%. Some may permanently close. Nearly 75%, or three out of four hotels surveyed, reported that further layoffs will be necessary to keep hotels open through the end of the year without government assistance. Meanwhile, 32% reported anticipating bankruptcy and 42% reported anticipating closure by the end of the year.

[MA] Massachusetts unemployment recovery remains slow and uneven (Boston 25 News)  
(9/23/2020 10:55 PM, Ted Daniel)

Isaiah Hunt, an engaged father from Dorchester, lost his job as a school van driver in late March when Massachusetts schools were ordered to close to limit the spread of the novel coronavirus. The private transportation company Hunt drives for called him back to work in August, but he said his hours have been cut in half due to restrictions placed on student transportation. "This year, we will only be getting 20 hours instead of 40 due to the new stipulation that you're going to have one student in the van at a time," Hunt told 25 Investigates reporter Ted Daniel. Hunt is eligible to collect state unemployment assistance as a part-time worker, but he said the benefits are far less than what he used to earn every two weeks in his paycheck as a full time worker.

"My normal check is \$1,000 but I'm only getting \$260 in benefits," said Hunt. "It's not the same, I used to be able to save money and now I'm living paycheck to paycheck." Massachusetts no longer has the highest unemployment rate in the country after holding that distinction for two straight months. The state's unemployment rate fell 4.9 percentage points in August to 11.3%, according to data released Friday by the US Bureau of Labor Statistics. Compared to the national unemployment rate of 8.4%, Massachusetts continues to lag. The Commonwealth is one of only 7 states with an unemployment rate above 10%.

[Editorial note: consult source link for video]

[NY] Unemployed New Yorkers can become poll workers without losing benefits (MSN)  
(9/23/2020 2:04 PM, Denis Slattery)

Gov. Cuomo is letting jobless New Yorkers become poll workers for the upcoming election without losing their unemployment benefits. Turnout for the off-year election is expected to be light. The part-time work cannot exceed \$504 in weekly pay and the order covers the days leading up to Election Day, allowing New Yorkers to assist with early voting sites or work needed to prep for Nov. 3.

Cuomo is offering as much assistance as he can muster to local election boards as they adapt to running an election in the midst of the coronavirus pandemic. Early voting runs from Saturday, Oct. 24 to Sunday, Nov. 1 and New Yorkers are expected to take advantage of a new law allowing the use of absentee ballots due to COVID-19, altering the landscape for election officials across the state.

[NY] Dave & Buster's files to make 1,400 layoffs permanent, including 421 on Long Island (Newsday)  
(9/23/2020 6:00 AM, Tory N. Parrish)

Dave & Buster's has filed notices with the state labor department to make more than 1,400 temporary employee layoffs permanent, including 421 on Long Island, and is considering filing for bankruptcy

protection. The Dallas-based operator of venues that combine arcades, sports bars and restaurants has 11 locations in New York State that temporarily closed in March under a government mandate to help stop the spread of COVID-19, although one Long Island location — in Islandia — recently reopened for food and beverage service only.

Contending with financial woes due to months of temporary closings across the country, the struggling company is considering filing for Chapter 11 bankruptcy protection if it can't reach a favorable deal with its lenders, according to a filing with the U.S. Securities and Exchange Commission. But the company plans to rehire some of the New York employees at some point, spokeswoman Shelby Lopaty Robinson said Tuesday.

[PA] P.F. Chang's extends layoffs of hundreds of Greater Philadelphia workers (Philadelphia Business Journal)

(9/23/2020 6:15 AM, Laura Smythe)

Hundreds of layoffs are extending beyond an originally anticipated six-month timeline in Greater Philadelphia for popular restaurant chain P.F. Chang's China Bistro. According to recent filings with the Pennsylvania Department of Labor and Industry, 375 positions are being impacted by the elongated layoffs. Affected workers are scattered across five stores, with 75 impacted employees at each location. The restaurants are located at:

721 Easton Road in Warrington, Pennsylvania (Bucks County)  
10 Town Center Drive in Collegeville, Pennsylvania (Montgomery County)  
510 Germantown Pike in Plymouth Meeting, Pennsylvania (Montgomery County)  
983 Baltimore Pike in Glenn Mills, Pennsylvania (Delaware County)

[DC] DOES Under Fire for Unemployment Compensation Delays (Washington Informer)

(9/23/2020 3:00 PM, Sam P.K. Collins)

After nearly seven months, and an untold number of hours on the phone, Zina Ford recently found out, for the third time, that she wouldn't receive unemployment benefits anytime soon, though she contends the reason seems unclear at the moment, even after several emails and conversations with D.C. Department of Employment Services personnel. Ford counts among a contingent of self-employed and contractual workers who, because of their precarious status, have found difficulty in acquiring COVID-19 unemployment benefits, though they've contributed the District's cultural economy in various capacities.

Between March and September, DOES reported more than 148,000 newly filed unemployment claims - an amount several times greater than the entirety of 2019. With that influx came issues involving DOES' online filing system and long wait times on the phone. During an oversight hearing hosted by the D.C. Council Committee on Labor and Workforce Development last week, D.C. Councilmember Elissa Silverman requested the allocation of funds in the FY 2021 budget to update DOES' unemployment claims system. For gig workers, legislation currently before the D.C. Council Committee on Labor and Workforce Development would expand the definition of employment.

[SC] South Carolina approves 2nd round of federal COVID-19 aid (US News & World Report)

(9/23/2020 4:22 PM, Associated Press)

South Carolina lawmakers agreed Wednesday on how to spend the remaining \$693 million in federal money meant to help pay for COVID-19 expenses. Most of the money - \$420 million - will go to replenish the state's unemployment fund, keeping businesses from having to pay over years to repay the money spent on jobless benefits after the pandemic caused hundreds of thousands of people to lose their jobs. The state already sent \$500 million to the unemployment fund.

A committee of House members and senators agreed Tuesday to a compromise on how to spend the money after minor differences and the House and Senate passed the proposal without additional changes and little discussion Wednesday. The bill sends \$115 million to education, local government and state agencies, which have to get permission of a private grant company that runs South Carolina's federal aid

program to get any of those funds. The proposal spends \$93 million on additional COVID-19 testing, \$25 million in grants for approved nonprofit organizations and \$40 million for relief money for approved minority and small businesses. With a few small differences, the proposal aligns with how Gov. Henry McMaster wanted to spend the money. The federal government sent \$1.8 billion to South Carolina. Lawmakers passed the first bill spending part of the money in June.

[TN] Tennessee Reduces Improper Unemployment Payments through Data and Determination (RouteFifty)

(9/22/2020 5:00 PM, William Ornelas)

The multi-billion-dollar problem of improper unemployment insurance payouts isn't a new issue for state governments. The same web portals that make it easy for workers to apply for benefits also create an opportunity for fraud. Without cutting-edge identity verification tools, online identities can provide a smokescreen for criminals, allowing them to appear eligible for benefits and putting the entire system at risk.

Mitigating the risk of fraudulent claims centers on ensuring that the person on the other end of the transaction is truly who they say they are. Since claimants are signing up online more regularly, rather than walking into a government building, it has become much harder to verify their identities. How hard is it? According to the U.S. Department of Labor, over the last three years, half of all states disbursed improper payments ranging from 10 to 26% of total unemployment dollars. The causes vary from errors by claimants and employers to outright deception and identity fraud.

[SD] Feds' \$600 unemployment bonus led to many ineligible claims, S.D. labor secretary says (KELO-TV CBS 11 Sioux Falls)

(9/23/2020 1:08 PM, Bob Mercer)

The availability of the \$600 federal bonus earlier this year spurred people to make fraudulent claims for unemployment benefits in South Dakota, according to a state government official. Two-thirds of the applications were found to not be eligible for benefits as people tried to cash in amid the COVID-19 pandemic, state Labor Secretary Marcia Hultman said Wednesday. "Fraud has been a huge issue with these federal programs," Hultman told the state Workforce Development Council.

She said the availability of the federal money led people to take chances. The state Department of Labor and Regulation staff determined, for example, that many claims came from people who were deceased. In another instance, a small rural community had 56 applicants using the same address. Time spent weeding through those claims slowed down processing of legitimate applications, according to Hultman.

[CA] Unemployment claims have fallen faster since the \$600 unemployment bonus expired (American Enterprise Institute)

(9/23/2020 3:46 PM, Matt Weidinger)

Before it expired the week ending July 25, the federal \$600 per week unemployment bonus stimulated an intense debate. On one side, many Republicans, often citing reports from employers, argued the unprecedented payments were slowing returns to work, since most recipients collected more in benefits than they would from working. On the other side, many Democrats argued the bonuses were not affecting returns to work, and without them the recovery would slow since households would have less to spend.

So what do claims for unemployment insurance benefits - the most frequent metric of the state of the labor market - show since the \$600 bonus expired? As displayed below, the data show both initial and continuing claims for UI benefits fell more rapidly after the bonuses ended. That suggests more are returning to work now than before the bonuses expired in late July. As Figure 1 shows, the number of persons collecting UI benefits fell by 21.5 percent between the week ending July 25 and the most recent week of data ending September 5. That's more than double the 10.5 percent decline in the six weeks leading up to July 25 - the last week for which the bonuses were payable.

[CA] Beverly Hills Police Uncover \$1M More In Unemployment Scam (Beverly Hills Patch)

(9/23/2020 7:41 PM, Michael Wittner)

Beverly Hills police say they have now arrested 87 people allegedly connected to EDD fraud and identity theft. Detectives say they have recovered 181 fraudulent EDD cards, a debit card in California carrying unemployment benefits, valued over \$3.6 million. Just last week, Beverly Hills police announced that they had located 129 fraudulent cards worth over \$2.5 million, which arrested in 44 arrests. Police also found another \$466,000 and seven handguns.

Beverly Hills Police Department spokesperson Lt. Max Subin said that 80 percent of suspects were from out of state, and used the cards to rent AirBnbs and buy shoes, clothing, and purses. Investigators say that suspects were able to go to the EDD website and apply for unemployment benefits under pseudonyms, often of people who are dead, in jail, or in nursing homes. The Employment Development Department announced a two-week reset period to reduce fraud. During the reset, those looking to submit new unemployment claims will be redirected to a temporary website.

## **Apprenticeship**

### Democrats Pitch Apprenticeship Expansion to Counter Unemployment (Bloomberg Law)

(9/23/2020 5:31 PM, Andrew Kreighbaum)

Democrats are pushing to expand federal workforce training as a way to help people struggling to find work in the pandemic, bucking a Trump administration proposal for an alternate apprenticeship program.

About 600,000 people participate in apprenticeships annually through the Department of Labor's registered apprenticeship program, which allows workers to gain nationally recognized credentials in their occupation. Vocational education advocates and lawmakers have both called for expanding the number of registered apprenticeships. The National Apprenticeship Act of 2020 (H.R. 8294) would authorize \$3.5 billion in new spending over five years on registered apprenticeships, youth apprenticeships, and pre-apprenticeships.

### [ME] Paid apprenticeships available at Aldermere Farm, Erickson Fields (Penobscot Bay Pilot)

(9/23/2020 4:15 PM, Staff)

Maine Coast Heritage Trust is accepting applications for paid farming apprenticeships at Aldermere Farm and Erickson Fields. Applicants may choose from three tracks: cattle management and farm operations at Aldermere Farm and vegetable farming at Erickson Fields. Each apprenticeship will include a monthly stipend of \$1000, benefits, shared housing, training, and supervision. The Aldermere Farm apprenticeships will last between 12 to 24 months and will begin as soon as the selected applicants are available.

At Aldermere Farm, the apprentices will gain experience managing all facets of beef farm operation and will help lead agricultural programs for youth. The Erickson Fields apprenticeship will be 9 months starting in mid-March 2021. At Erickson Fields, the apprentice will learn all aspects of vegetable production, as well as help the farm manager supervise youth and community education programs. MOFGA's Apprenticeship Program is working with MCHT to provide apprentices with additional free training and networking opportunities.

### [PA] 'Earn While You Learn' agriculture apprenticeship opportunity (Lower Bucks Times)

(9/23/2020 8:31 PM, Lower Bucks Times)

Agriculture Secretary Russell Redding is encouraging young Pennsylvanians to apply for an Agriculture Equipment Service Technician Apprenticeship, where they'll earn a paycheck while they learn hands-on skills in science, technology, engineering and math. Pennsylvania will face more than 1,000 job openings in the field by 2020, as current farm equipment mechanics and service technicians retire.

"Feeding the future means we need a new generation of Pennsylvanians to enter the agriculture industry today," said Redding. "Apply to be an apprentice - you'll never be without work and you can be confident you're choosing a career that's making an impact in your community and the world." The Agriculture

Equipment Service Technician Apprenticeship was developed to train more than 1,000 Pennsylvanians to repair and maintain diesel machines, hydraulic systems, and electrical and system controls along with global positioning and information systems and other emerging technologies.

[IN] City of Bloomington Supports Free Biomanufacturing Tech Apprenticeship Program Accepting Students for October (WBIW-AM 1340 Bedford)

(9/23/2020 8:00 AM, Staff Report)

Bloomington residents may now register for a free three-week training in skills needed to gain employment in the region's robust biomanufacturing sector. Supported in part with funding from the City of Bloomington's Recover Forward Phase 1, the Biomanufacturing Technician Apprenticeship Program was developed by Hoosier Hills Career Center, in partnership with Ivy Tech, WorkOne, and industry partners Catalent and Boston Scientific.

Instruction will take place October 5-23 at the Indiana Center for the Life Sciences, 501 North Profile Parkway on the Ivy Tech Community College Bloomington campus. Classes meet Monday through Friday from 8 a.m. to 4 p.m. Prospective participants may register at [ivytech.com/bloomington/workforce](http://ivytech.com/bloomington/workforce) until October 1. Once the registration reaches its 28-student capacity, names of subsequent applicants will be added to a waitlist for participation in one of several subsequent sessions, beginning in spring 2021.

## Labor

Masked smiles redefine workplace culture: 'Feels like we're strangers' (Washington Post)

(9/23/2020 3:31 PM, Abha Bhattarai)

Sam Tuttle's job at a bustling restaurant on the Las Vegas Strip is as much about providing diners a temporary escape as it is about serving their meal. He tries to be upbeat and smiles broadly, mindful that he needs to speak a bit louder and enunciate clearly. "People are mostly put off by the masks and feel uncomfortable," said the 37-year-old waiter, who says his tips have dropped off roughly 30 percent since the coronavirus outbreak. "The interaction is inhibited, sometimes our attitudes are misinterpreted and guests leave disappointed."

The pandemic that has ravaged the service industry and cost millions of jobs is changing the nature of customer-facing work at stores, spas, restaurants, barbershops and other service sector jobs. Workers across the country say even the most basic interactions with customers and colleagues have been complicated by social distancing and mask requirements, as well as the underlying fear of contracting the deadly virus.

This college is responding to an often-ignored population: Working adults (Washington Post)

(9/23/2020 10:45 AM, Danielle Douglas-Gabriel)

Before the public health crisis leveled the economy, employer-paid tuition programs were evolving from recruitment tools for college-educated candidates eyeing an MBA to a path for working-class employees to gain a foothold in higher education. The recession could threaten that momentum if companies continue to shed jobs or curtail benefits. But Michael Sorrell, president of Paul Quinn College in Dallas, is making a calculated bet on the longevity of a movement that serves an often-ignored population of potential students: working adults.

On Wednesday, Paul Quinn will become the first historically Black college to partner with Guild Education, a Denver-based firm that works with companies such as Walmart and Lowe's to provide education benefits to employees. Paul Quinn is among dozens of colleges and universities, including Southern New Hampshire University and the University of Florida, offering credentials and degrees through Guild. Employees of the companies in the Guild network can access all of Paul Quinn's courses and four-year-degree programs. The college has short-term credential programs and accelerated degrees designed for working adults.

Making capitalism work better is a perfect job for good old American know-how (MarketWatch)



(9/23/2020 12:29 PM, Alexander Rossides)

Should capitalism generate broad-based prosperity? Should it support a healthy democracy to achieve its ideals of equal opportunity? If so, then capitalism as practiced in the U.S. is not living up to its potential or its intent. Consider that prior to the coronavirus pandemic, about 60% of Americans had less than \$500 in the savings. The top 10% of Americans own 70% of the nation's wealth while the bottom 50% own less than 2%.

Two major systemic changes would move the US. toward becoming an inclusive economy. Last year, the Business Roundtable redefined the purpose of corporations. Signed by 181 CEOs, the Roundtable's "Statement on the Purpose of the Corporation" asserts the purpose of a company is to benefit all stakeholders — customers, employees, suppliers and communities and shareholders. In other words, not to solely to maximize shareholder value. Fully implementing this mandate would put social returns on par with financial returns and would be a paradigm and mindset shift that ripples through the economy.

#### Airlines Face Desolate Future as Attempts to Reopen Crumble (Bloomberg)

(9/23/2020 10:00 AM, Anurag Kotoky Angus Whitley)

Airlines have felt the pain of the coronavirus pandemic more than other companies. Almost overnight the bulk of their business ceased. But in mid-2020 there was at least hope that Covid-19 might not be as virulent as first thought; that warmer months would bring some respite; that travel corridors — agreements allowing passengers to fly between two countries without quarantine — might get people back in the air.

Now, almost eight months into the pandemic, with cities reentering lockdown and a vaccine likely months away, it's apparent there will be no quick comeback. International air traffic in July was 92% below 2019 levels, and there was little sign of improvement in August, according to the International Air Transport Association (IATA). More than 400,000 airline jobs have been cut since February, according to data compiled by Bloomberg. "This is lasting longer and is deeper than most people thought," says Scott Kirby, chief executive officer of United Airlines Holdings Inc. "And our view is demand is not coming back. People are not going to get back and travel like they did before until there's a vaccine that's been widely distributed."

#### Walmart Took Its Eye Off Black Managers While Women Advanced (Bloomberg)

(9/23/2020 7:00 AM, Matthew Boyle)

On a Friday morning in June 2009, Walmart's then-Chief Executive Officer Mike Duke stood in front of thousands of employees and shareholders at a star-studded corporate gala and announced that the world's largest retailer needed more female leaders. His pledge to make changes would have a major unintended consequence — a setback for Black representation.

Duke that day unveiled a global women's council designed to help boost the share of women in senior leadership roles, then at 27% — a glaring disparity, when women made up more than half of Walmart's U.S. workforce. Jump forward 11 years, and Walmart has boosted that share to nearly one-third. Meantime, the share of Black leadership roles has recently declined.

Walmart's focus on women — spurred by a class-action gender discrimination lawsuit — left Black men and women on the outside looking in, according to a half-dozen African-American former associates who worked at Walmart's headquarters in Bentonville, Arkansas.

#### Former Volvo CEO: Companies still aren't giving workers what they deserve (CNN)

(9/23/2020 8:26 AM, Pehr Gyllenhammar)

Grocery store clerks, delivery personnel, truckers and health care and factory workers have kept the US economy from collapsing entirely during the pandemic. Yet many of these workers feel they aren't getting the pay or respect they deserve. They can't make a living wage or take paid leave when they get sick.

Making sure all employees have a living wage is a good place to start, but salary is only part of the equation, of course. As CEO of Volvo for a quarter of a century, I worked hard not only to give our

employees a living wage, but also to make their work more meaningful. Worker salaries were at the top of the union pay scale and were standard, so more important to them were our efforts to give them additional training so they could perform more complex, more interesting work.

### So you're working remotely and want to move? Read this first (CNN)

(9/23/2020 3:10 PM, Jeanne Sahadi)

If you've been working from home for the past six months, you may be ready for a change of scenery and may be entertaining the idea of moving. After all, if you don't have to be tethered to your office, maybe you prefer to be closer to family (more babysitting!). Or you'd like to relocate someplace where you can hike or surf. Or you might just want to move someplace cheaper or less crowded. But if you're eyeing a move to another state or region, factor in how that may affect your job, your pay, your benefits and your taxes.

No matter how cool your company is with you working from home, that doesn't mean it will be fine with your home being anywhere. If you move someplace where your company doesn't have employees or satellite offices, it may have to incur greater administrative and tax burdens to satisfy its legal duties as an employer.

### What I learned after graduating from college in the middle of a pandemic (CNBC)

(9/23/2020 2:45 PM, Antonia DeBianchi)

Whether it was learning how to draft a cover letter or how to network efficiently, I learned a lot about job hunting in my Boston University journalism classes. What I didn't learn? How to find one during a pandemic. In a recent survey of 132 organizations, Talent Board found that 74% of companies were scaling back employment to a certain capacity while 32% decided to completely freeze hiring.

It didn't take long for me and my fellow graduates to realize this harsh reality. Throughout college, I was hyper-motivated to secure an internship or job every summer. While I didn't think the post-grad job hunt would be easy, I knew I had the skills to be ready to apply once graduation came. While I initially felt stressed about graduating into a thankless job market, I reflected on what I was thankful for amid the chaos of 2020. In this watershed moment, culminating hundreds of years of racial injustice and activism, continues to march on, I've realized how important it is to look outside of my own micro-concerns and educate myself.

### The pilots changing the face of aviation (MSN)

(9/23/2020 10:14 AM, Francesca Street)

Captain Courtland Savage was boarding a United Express flight to Bentonville, Arkansas, and heading towards the cockpit when a passenger handed him bags to put in the overhead locker. "I immediately felt angry, but I knew I couldn't be angry. I knew I had to just smile and say: 'Hey, I'm not the flight attendant, I'm the pilot' and then proceed to the cockpit to fly the plane."

For Savage, who is Black, changing preconceptions about being a pilot is key to diversifying the aviation industry. "Now, next time he gets on a flight, it might not be such a surprise to him that you can see a Black man in the cockpit." The image of a White, male pilot manning an airplane isn't just a stereotype, it remains the standard. In the United States 93.7% of professional pilots are White and 92.5% of professional pilots are male, according to the US Bureau of Labor Statistics.

### The future of the economy hinges on child care (MSN)

(9/23/2020 7:40 AM, Anna North)

It was a Tuesday in March when Ellen Drolette heard that schools were closing. Later that day, she learned the Burlington, Vermont, child care home where she looked after six kids would also have to shut down due to the spread of Covid-19 across the country.

"I thought this was going to be maybe two weeks," Drolette said. But if it went on much longer, she didn't really have a plan to stay afloat financially. Drolette, who relies on parent fees to pay herself and her assistant, didn't have much of a cushion — especially since her husband, a general contractor, is also

self-employed. "I wasn't really sure what we were going to do," she added.

Day cares, which operate on razor-thin margins at the best of times, started running out of money. They had to lay off staff, cutting 370,600 jobs in the child care industry between February and April. The federal government took little action, providing only minimal funding for child care in pandemic stimulus packages. Some day cares began going out of business entirely.

#### COVID-19 has narrowed the divide between Democrats and Republicans on ways to support workers (USA Today)

(9/24/2020 5:01 AM, Jessica Menton)

The coronavirus pandemic has narrowed a longstanding divide between most Republicans and Democrats on a wide range of proposals to support the U.S. economy, from raising the minimum wage to making childcare more affordable, challenging the conventional belief that Americans are divided heading into the 2020 election. A Public Agenda/USA TODAY/Ipsos survey reveals that Americans across the political spectrum support many measures to create good jobs and boost opportunity. The poll of Democrats, Republicans and Independents is part of the three organizations' Hidden Common Ground project, which seeks to explore areas of agreement on major issues. Most Americans, regardless of party affiliation, support proposals to raise the minimum wage; make childcare more affordable; and provide anti-discrimination policies that would help their communities build a strong economy that gives everyone the chance to succeed.

While most Americans think the economy is rigged to benefit the rich and powerful, most also think it is okay for the rich to get richer as long as everyone has a chance to succeed. The survey of more than 1,000 adults was conducted from August 28-31. "There's a lot of other research that talks about how divisive America is right now, but when you get down to the policy dimensions, there's actually a lot of unanimity," says Chris Jackson, vice president at Ipsos.

#### The Agile Workforce (Forbes)

(9/23/2020 7:40 AM, Greg Kihlstrom)

We've all been affected by the "gig economy" one way or another. This might be through the way we travel (Uber or Lyft), buy our groceries (Instacart) or hire any number of other services. Or, for an increasing number of workers in the United States and around the world, the gig economy may contribute to some or all of their income.

These gig employees have continued to proliferate, as Lyft, Airbnb, Taskrabbit, Fiverr and many other platforms have popped up to turn almost anything into a "gig." In addition to this very short-term work, there are growing numbers of self-employed, contractors and freelancers who are turning down full-time work for the flexibility and lifestyle that being independent can provide. I refer to this contingent as the agile workforce.

Companies will need to adjust to this new reality because the idea of a full-time job being synonymous with stability and security is continually losing its credibility. As we saw in 2009 and are seeing again, the idea of independence is making more and more sense to even those who have been in the full-time workforce their entire careers.

#### This Working Mom Wants To Reduce Burnout For Parents (Forbes)

(9/23/2020 7:43 PM, Mary Beth Ferrante)

We've all been operating in some kind of state of quarantine and exhaustion for the last six months, but for me, the last 4 weeks have been the most challenging. While teachers are incredible and I appreciate all of the work everyone is putting into making online school work, it has been chaotic. As plans for the start of school were being finalized, parents were left mostly in the dark, unable to really know what class schedules would look like online or what days kids would even be in classes for hybrid schedules.

The ongoing weight of this crisis and the sustained breakdown of child care infrastructure is crushing

parents. Blessing Adesiyan, founder of Villo and Mother Honestly, hears this from working parents daily in the social community she has created. She shares, "The caregiving crisis is taking a toll on working families. The psychological anxiety surrounding safe and affordable childcare and the added responsibilities at home will continue to threaten productivity in the workplace. Now more than ever, leaders across all private and public sectors must provide the infrastructure and support working parents need in order to properly position the economy for an optimal recovery."

#### The pros and cons of hiring independent contractors (Business Management Daily)

(9/23/2020 8:00 AM, Quiana Darden)

When filling a role in your company, there are many decisions to make. Not only do you want to find the right candidate to complete the job, but you want to ensure that you hire them under the best category to fit your business needs.

Choosing to hire an independent contractor or an employee is a significant decision since today more and more companies choose to bring on independent contractors – and for a good reason. There are pros and cons to this decision.

#### 6 Tips For Employers Tackling Post-Virus Telework Requests (Law360)

(9/23/2020 3:42 PM, Anne Cullen)

The Equal Employment Opportunity Commission has said that businesses don't have to approve every telework request going forward just because they shifted operations online during the COVID-19 pandemic, but experts advise that this year's experiment in teleworking means that employers will have to handle such petitions from disabled workers more carefully. In guidance issued Sep. 8, the EEOC made clear that a company's ability to transition to telework to weather a global health crisis does not mean this approach should be forevermore considered a "reasonable accommodation" for that employer to make under the Americans with Disabilities Act.

This advice was likely met with a sigh of relief by companies that would prefer their workers to return to the office once the coronavirus becomes less of a threat. However, lawyers advise that this year's widespread shift to remote work arrangements means company decision-makers will need to devote additional attention to a disabled worker's petition to clock in from home down the road. "Employers will have to look a little more closely at those requests," said Littler Mendelson PC shareholder Jim Paretti, former chief of staff and senior counsel to former EEOC acting Chair Victoria Lipnic. "If a year ago, the inclination was to decline requests for telework in all but the most extreme circumstances, they may have to revisit that with a more factual basis."

#### Self-Directed IRA Accounts Get Enhanced Access to Private Markets (Morningstar)

(9/23/2020 7:18 AM, PRNewswire)

iownit capital and markets, Inc., a leading digital assets issuance and trading platform, is pleased to announce that it has entered into an agreement with Midland Trust Company to provide investors the ability to invest in private securities and alternative assets through their self-directed IRA accounts custody at Midland.

Private securities and alternative investments represent a growing segment of capital markets. However, for many investors, access to this asset class is limited and restrictive today, especially through their retirement accounts. Regulatory changes articulated in a recent DOL Information Letter<sup>1</sup> aim at expanding access to alternative investments for Main Street investors, highlighting the importance and need to provide long term investors with the choice of investment opportunities to create well-balanced portfolios.

#### [NC] Faced with 20% teacher turnover, this district decided to 'grow their own' (EdNC)

(9/23/2020 5:22 PM, Molly Osborne)

From 2006 to 2018, one of every five teachers in Edgecombe County Public Schools left the district each year on average - a trend found in many rural districts. "As we began looking at our 20% teacher turnover

rate," Edgecombe Early College High School Principal Matt Bristow-Smith said, "The question emerged about what systemic changes we could make that are within our own locus of control to help develop a more qualified teacher pipeline that is uniquely prepared to meet the needs of our district."

District leaders began to discuss what a grow-your-own teacher program might look like. They decided to base it at the early college, Bristow-Smith said, "Because we knew we were likely to develop college-going students at our school anyway." The Scholar Teachers program is one part of the district's larger strategy to recruit and retain great people. "This is the first time that our county has made a commitment to a grow-your-own teacher pilot program," Bristow-Smith said. Bristow-Smith describes the Scholar Teachers program as an Edgecombe County version of the North Carolina Teaching Fellows program.

[IN] Center of Workforce Innovations Adult Learning Centers offer a better tomorrow to many (NWI Life)  
(9/23/2020 5:07 PM, Staff)

Hoosiers can get a high school diploma, brush up on their career skills, or learn a new skillset, at no cost through the Center of Workforce Innovations Adult Learning Centers. All throughout Northwest Indiana, the CWI Adult Learning Centers continue to aid Hoosiers who want to improve themselves and move on to post-secondary education or find a fulfilling career.

CWI also collaborates with the East Chicago Schools, Hammond Career Center, Michigan City Schools, and the Merrillville Adult Learning Center to offer classes at those venues. "We offer free classes to help our students prepare for the High School Equivalency exam," explained Kitty Meyer, the adult education manager. "The HSE exam, which used to be called GED, provides Hoosiers with the high school diploma requirements they need for many available jobs." Since these are hardly normal times, the state has waived the exam fees through the remainder of the year.

[MO] CHAMPIONS Look Forward to New Jobs in the Trades (St. Louis CNR)  
(9/23/2020 11:47 AM, Mike Chollet)

Recently 14 trainees graduated from CHAMPIONS, a new pipe trades diversity initiative sponsored by the Mechanical Contractors Association of Eastern Missouri, Plumbers and Pipefitters Local Union 562, and the Plumbing Industry Council. CHAMPIONS, an acronym for Creating Hometown Advantages through Minority Participation in Our Neighborhood, is an innovative program designed to expand membership diversity in the city of St. Louis while also strengthening the Local 562 workforce.

On Sept. 18 participants celebrated the completion an initial 6-weeks of intensive classroom training and technical introduction to the trades at Local 562's new state-of-the-art training facility in Earth City, MO. As part of the program, the students committed to a multi-faceted course curriculum and engaged in weekly mentorship and evaluation sessions. By completing the requirements, all graduates were guaranteed a full year of employment with a CHAMPIONS Initiative contractor. For the coming year, the participants will continue their training as pre-Apprentices in the field, while still fulfilling program requirements related to mentorship and performance evaluation. "The CHAMPIONS pilot program was carefully designed and implemented in the best interest of the participants and our hiring contractors' long-term success. The ongoing collaboration with our labor partners, and everyone involved, is unprecedented."

[AZ] Live events workers marched with empty road cases to a rally in Tempe to save jobs (Arizona Republic)

(9/23/2020 9:00 AM, Ed Masley)

Live events industry workers marched while pushing empty road cases along Mill Avenue from Tempe's Marquee Theatre to an "Empty event" at Tempe Beach Park Tuesday afternoon. The purpose was to illustrate the impact of the COVID-19 shutdown that's kept people in their industry from working for the past six months.

Arriving at the park, several speakers addressed a crowd of several dozen people and a field of empty chairs, each one bearing the name of a type of worker displaced by the social distancing constraints of the global pandemic. The event was organized by the Arizona Live Events Coalition in conjunction with the

Arizona Chapter of the International Live Events Association. David J. Cruse of the Arizona Events Coalition says as soon as the group started talking about the idea of doing an empty event, a lot of the production teams in town said they wanted to do a case push like they'd seen in other cities.

[\[WA\] Here are the bright spots in Seattle's coronavirus pandemic job market \(Portland Oregonian\)](#)  
(9/23/2020 6:20 AM, Paul Roberts)

If you want a sense of what six months of COVID-19 have done to the Seattle-area job market, ask Amy Fenning. Last year, the former college administrator decided she wanted to be an elementary school teacher and is currently finishing her training in the Renton School District. But thanks to the pandemic, Fenning has no idea when or where any teaching jobs will be available. So she's hedging her bets and keeping the cashier job she took this summer at Target, where work is so plentiful she often has to turn down shifts. "They are always busy and always hiring," says Fenning. "These are just strange times to be looking for work."

Fenning's two-track job search is emblematic of a local labor market unlike anything in recent memory. Overall, unemployment in Washington State remains painfully high: 8.5% as of August, with nearly 340,000 people still out of work. New jobless claims are continuing at triple their pre-pandemic levels, and in some sectors, including hotels, restaurants, travel, and arts and entertainment, layoffs and closures have been so severe it may take years for employment to fully recover.

## Child Labor

[Palm oil labor abuses linked to world's top brands, banks \(Washington Post\)](#)  
(9/24/2020 12:37 AM, Margie Mason & Robin McDowell – Associated Press)

An invisible workforce of millions of laborers from some of the poorest corners of Asia toil in the palm oil industry, many of them enduring various forms of exploitation, with the most serious abuses including child labor, outright slavery and allegations of rape, an Associated Press investigation has found. In Malaysia and Indonesia, these workers tend the heavy reddish-orange palm oil fruit that makes its way into the supply chains of many iconic food and cosmetics companies like Unilever, L'Oreal, Nestle and Procter & Gamble. Together, the two countries produce about 85 percent of the world's estimated \$65 billion palm oil supply.

Palm oil is virtually impossible to avoid. Often disguised on labels as an ingredient listed by more than 200 names, it can be found in roughly half the products on supermarket shelves and in most cosmetic brands. It's contained in paints, plywood, pesticides and pills. It's also present in animal feed, biofuels and even hand sanitizer. The AP interviewed nearly 130 current and former workers from two dozen palm oil companies who came from eight countries and labored on plantations across wide swaths of Malaysia and Indonesia. Almost all had complaints against their treatment, with some saying they were cheated, threatened, held against their will or forced to work off unsurmountable debts. Others said they were regularly harassed by authorities, swept up in raids and detained in crowded government facilities.

## Immigration

[Immigrants Keep Sending Money Home Despite Pandemic Job Losses \(New York Times\)](#)  
(9/24/2020 12:37 AM, Miriam Jordan)

Jesus Perlera's pay from hauling shipping containers to and from the port of Oakland, Calif., plummeted in the spring as the coronavirus pandemic ravaged business. But, through the shaky months, the self-employed trucker never stopped sending money to his mother in El Salvador. "If I don't support her," he said, "how will she eat?" Mr. Perlera and many other immigrants like him have managed to continue sending substantial amounts of money home, even after the coronavirus pushed their own jobs and earnings into free fall — belying early warnings of a dire global consequence from the pandemic.

The World Bank had predicted in April that remittances transferred to Latin America and the Caribbean by immigrants would plunge by almost 20 percent this year, "their sharpest decline in recent history," as

workers were laid off or their hours slashed. But that forecast, as well as others from international financial analysts, is unlikely to materialize if current trends hold. The predictions made sense. Remittances historically have risen and fallen with the fortunes of the economies where immigrants have traveled to work. But after weathering the worst months of the lockdown, many immigrants are back on the job and sending their relatives even more money than before the downturn, according to newly compiled estimates.

#### How Do Restrictions on High-Skilled Immigration Affect Offshoring: Evidence from the H-1B Program (Cato Institute)

(9/23/2020 12:00 AM, Britta Glennon)

The question regarding the impact of immigration on the host country has long been controversial, but it has risen to the forefront of political debates in recent years. Unexpected political shifts such as the Brexit vote and the election of President Trump have been attributed to voters' concern about the impact of immigration. While the debate surrounding low-skilled immigration has captured headlines in the United States, high-skilled legal immigration — and particularly the H-1B visa program — has also been contentious. Critics of the H-1B program argue that skilled immigrants displace native-born workers and drive down their wages. Indeed, H-1B rejection rates have more than tripled since Trump signed the Buy American and Hire American executive order in early 2017. However, business leaders have decried both these recent measures and long-standing restrictions on high-skilled immigration, arguing that the shortage of workers with specialized skills has negatively affected the competitiveness and innovation of high-tech firms and the U.S. economy.

Policy debates like these have spawned extensive academic literature evaluating the claims of each side. The debate, however, has largely overlooked the secondary consequences of restrictions on hiring high-skilled immigrants: multinational companies faced with decreased access to visas for skilled workers have an offshoring option — namely, hiring the foreign labor they need at their foreign affiliates. U.S. multinational firms are responsible for 80 percent of U.S. research and development (R&D), employ about a quarter of U.S. private-sector employees, and employ the highest number of skilled immigrants. Thus, understanding the response of multinational companies to these restrictions on skilled immigrants is especially significant.

#### H-1B visa regulation at White House for review (Staffing Industry Analysts)

(9/23/2020 7:00 PM, Staff Report)

The US Department of Homeland Security on Sept. 3 sent a new H-1B visa regulation to the Office of Management and Budget for final review. The visas are used by highly skilled foreign workers. And Al Jazeera reports The Trump Administration is working to toughen the H-1B process before the end of the year.

The proposed rule would “revise the definition of specialty occupation to increase focus on obtaining the best and the brightest foreign nationals via the H-1B program, and revise the definition of employment and employer-employee relationship to better protect US workers and wages,” according to a description of the rule. In addition, DHS will propose additional requirements designed to ensure employers pay appropriate wages to H-1B visa holders.

## **Working Women**

#### COVID-19 recession hit women especially hard. We need bold policies to promote equality. (USA Today)

(9/23/2020 10:09 AM, C. Nicole Mason)

Things have changed. While I attended a small family wedding in Las Vegas, a relative confided to me that she had been laid off. She had worked for a company, a major resort and casino, for 20 years in one of their many restaurants. Now, seemingly without notice, she was unemployed and raising a son. She also is the primary wage earner in her family. In her voice, I could sense a mixture of disbelief, fear and uncertainty about their future and when she might return to work. This is the new reality for many working women across America.

Women have been disproportionately hurt by job losses during the pandemic. From February to May, 11.5 million women lost their jobs compared with 9 million men, triggering a “she-cession” — an economic downturn where job and income losses are affecting women more than men. The majority of job losses have been concentrated in sectors dominated by women: leisure and hospitality, education, health care and service. These jobs tend to be lower paying and have less flexibility or benefits, exacerbating many inequalities in the workforce.

#### Pregnancy during a pandemic: The stress of COVID-19 on pregnant women and new mothers is showing (The Conversation)

(9/23/2020 8:33 AM, Jennifer C. Ablow & Elinor Sullivan)

Pregnancy is stressful, to say the least, but COVID-19 brings new challenges to parents of newborns. The Centers for Disease Control and Prevention has identified pregnant women as a vulnerable population. If infected, they are more likely to be hospitalized and require ventilation and their risk of preterm birth goes up.

Economists predict that the U.S. may have at least 500,000 fewer births because of the pandemic. Deciding not to become pregnant during a pandemic is understandable, particularly in the U.S., as it is one of five countries worldwide and the only country classified as high-income by the World Bank, that does not mandate paid maternity leave for non-federally employed workers.

As scholars who study prenatal and postnatal stress, maternal nutrition and the brain development of children, we can tell you the pandemic has dramatically changed the pregnancy experience.

#### How the pandemic's push toward remote work could end the motherhood penalty (Fast Company)

(9/23/2020 11:10 AM, Christine Alemany)

In the five years after I graduated from business school, I was excited to watch my close friends and peers — many of whom were smart and ambitious women — launch companies and ascend to senior-level executive roles. Ultimately, a good number of these women dropped out of the workforce to raise children. This phenomenon of a motherhood penalty is a well-documented event. Seeing its effect on so many knowledgeable and experienced women inspired me to establish my own marketing company, originally intended as a resource for working mothers.

When women choose to jump back into the workforce after having children — they face an uphill battle. Many of those women struggle to find good jobs, and they end up starting from scratch in entry-level positions. Promisingly, prior to pandemic, women’s re-entry into the job market showed significant increases — according to data from the Bureau of Labor Statistics — gaining every year until 2018. Now, with the majority of America working from home during the pandemic, a key to reversing the motherhood penalty has come into focus. Countless companies have realized they can maintain their productivity and profitability while employing remote workers, and I expect many will continue to embrace work-from-home policies once the pandemic passes.

#### How new pregnancy accommodation legislation could impact feds (Federal Times)

(9/23/2020 2:00 PM, Jessie Bur)

Legislation designed to ensure accommodations for pregnant and post-natal workers passed the House with broad bipartisan support Sept. 17, and federal employees may be especially poised to reap the benefits of the bill, should it become law. The Pregnant Workers Fairness Act protects an employee’s right, whether in the public or private sector, to request reasonable accommodation for health issues related to pregnancy, childbirth or related medical conditions from their employer. “This bill would protect pregnant workers from being fired or forced to take unpaid leave when a reasonable accommodation is available,” American Federation of Government Employees National President Everett Kelley said in a statement. “No worker should have to choose between a healthy pregnancy and a paycheck.”

Such accommodations — including time off, telework or office furniture changes — are already protected



for employees with disabilities, but because pregnancy is not officially categorized as a disability, pregnant workers were not guaranteed that their requests for such changes could be granted. "They didn't want to define it as a disability, because that sounds bad, but it did cause all of these legal problems when you needed to actually get help for medical symptoms associated with your pregnancy. You couldn't get the protection of all of the disability stuff that was already out there," Heather White, partner at the Federal Practice Group, told Federal Times. "This is kind of closing that circle, finally."

Companies with greater gender diversity in leadership roles create a more positive experience for all employees (Morningstar)

(9/23/2020 9:12 AM, Staff)

Companies with greater gender diversity in leadership roles and promotions, and with more women in highly compensated and revenue-producing jobs, generate a more positive experience for all employees throughout their organizations, according to a new analysis by Willis Towers Watson, a leading global advisory, broking and solutions company. Additionally, companies with leadership structures that support diversity, such as having a chief diversity officer, are perceived to be more inclusive by employees.

Companies with more women in executive and management roles deliver more positive employee experiences in terms of overall career growth, pay fairness, skill building, confidence in leaders and managerial support. Employees in these companies also express higher engagement and greater likelihood to stay.

Companies with more women among their most highly compensated staff (top 10%) have more employees who feel they are part of an innovative, market-leading organization and also have a voice in what they do.

Companies that promote more women generate more positive employee experiences of job fit, trust in leaders and support for inclusion overall. In addition, these organizations typically provide financial education and leadership development programs for women.

[NY] Women's Opportunity Center lays off staff in response to drastic lapse in funding (Ithaca Voice)

(9/23/2020 3:24 PM, Anna Lamb)

The Women's Opportunity Center, a local non-profit that has provided employment-related resources to women in Ithaca for over 40 years, may be in danger of closing their doors permanently. WOC, which in its four decade existence has expanded to include offices in both Onondaga and Tompkins Counties, announced this week that they have laid off almost all of their employees, not including two managers - one to run each branch - and their executive director overseeing operations, due to a "financial emergency" caused by the COVID-19 pandemic.

The WOC offers free programs and services to, "advance women's success in the workplace," by providing employability skill training. The New York State Department of Labor annually awards the WOC with the NYS Displaced Homemaker Program grant, a grant program benefiting those that previously provided unpaid services to their family, people currently unemployed or underemployed and people with loans to find a job and begin a career. The homemaker program which annually awards the WOC around \$250,000, has historically accounted for 40 percent of the center's income. In light of the coronavirus pandemic, the DOL has defaulted on grant funding since March.

[DC] Why Working Women in D.C. Succeed on the Job and What Other Cities Can Learn (Washington Informer)

(9/23/2020 9:00 PM, Stacy M. Brown)

When the third annual 2020 Best Places for Working Women survey placed the District at the top of all cities' list, it came as little surprise. The survey produced by MagnifyMoney ranked cities based on several factors, including job opportunities, the chance for upward mobility and entrepreneurship, wages, and protections for mothers. "For example, [D.C.] has a solid percentage of businesses that are owned by women at almost 32 percent; it has a high percentage of women who have employer-based health

insurance, and it also has a high percentage of women managers,” Lauren Perez at MagnifyMoney told WTOP earlier this year. “D.C. just really protects working women and gives them room for upward mobility,” she told the news station.

Almost 44 percent of managers in D.C. are women, the highest in the nation. And while child care expenses in D.C. are among the highest in the nation, wages for working women reportedly were also high, making child care expenses less of a burden. MagnifyMoney reported that D.C. has strong policies in place to protect working women, scoring high for both parental leave and pregnancy workplace protection.

#### [HI] Eight business women honored (Garden Island)

(9/23/2020 12:05 AM, Stephanie Shinno)

The virtual event “A Woman’s Place is...,” hosted by Maui Business Brainstormers, honored eight business, career-oriented women from around the islands in celebration of the Fourth American Business Women’s Day in the State of Hawai’i on Tuesday. “Highlighting stories of hard-working women around us is always cause for celebration,” said Marketing Consultant Nicole “Nico” Fisher, owner of Skywriting. “With every goal, there are decisions made at every turn. It’s those pivots that make the success come alive and relatable to others.”

Fisher was one of the event coordinators working to bring business women together each year to inspire each other during these unpredictable times. “Especially now with so much unlevelled footing we all are experiencing in every part of our lives, inspiration is the medicine needed to see that there is light at the end of the tunnel,” Fisher said. Fisher said she was excited for the ladies being honored in this way, and that it was a pleasure for her to volunteer for a moment like this.

## **Wages & Compensation**

#### The cost of racial inequality is \$16 trillion, new Citi report says (MarketWatch)

(9/23/2020 8:23 AM, Steve Goldstein)

The cost to the U.S. economy of not closing racial gaps on wages, education, housing and investment runs to \$16 trillion, according to a new estimate that frames a pivotal social justice issue in economic terms. The figure, coming from a Citi report, said \$16 trillion would have been added to the U.S. economy if these gaps were closed 20 years ago. If the gaps were closed today, \$5 trillion can be added to U.S. gross domestic product over five years, boosting the U.S. economy by about 0.4 percentage points each year.

How does the bank get to those numbers? Closing the Black racial gap in wages would have added \$2.7 trillion; improving access to housing credit could have added 770,000 Black homeowners, adding \$218 billion to GDP; improving access to higher education could have lifted lifetime incomes by up to \$113 billion; and providing fair and equitable lending to Black entrepreneurs could have created an additional \$13 trillion in billion revenue.

#### Citigroup to spend more than \$1 billion to help close racial wealth gap (MarketWatch)

(9/23/2020 8:21 AM, Staff)

Citigroup Inc. said Wednesday it is launching more than \$1 billion in strategic initiatives to help close the racial wealth gap in the U.S. and improve economic mobility. The initiatives include \$550 million to support home ownership for people of color and for minority developers of affordable housing, \$350 million in procurement opportunities for Black-owned business suppliers, \$100 million to support minority depository institutions, \$100 million to support community change agents addressing racial equity and \$50 million in additional investing capital for Black entrepreneurs.

A recent Citigroup report estimated that if racial gaps for Black Americans in wages, housing, education and investment were closed 20 years ago, \$16 trillion could have been added to the U.S. economy. Citigroup estimates if the gaps are closed now, \$5 trillion could be added to gross domestic product over

the next five years. "We are bringing together all the capabilities of our institution - our people, our lines of business, our balance sheet, and our philanthropy - like never before to combat the impact of racism in our economy," said Citigroup Chief Executive Michael Corbat.

#### Citi to dedicate more than \$1 billion to initiative for closing the racial wealth gap (CNBC)

(9/23/2020 2:03 PM, Courtney Connley)

Citi and the Citi Foundation announced Wednesday that they are investing more than \$1 billion in strategic initiatives to help close the racial wealth gap in America. The initiative, which is called "Action for Racial Equity," will focus on four key areas that relate to closing this gap including greater access to banking and credit for communities of color, increased investments in Black-owned businesses, expanded access to homeownership for Black Americans and an increased focus on anti-racist practices in the financial services industry.

"Addressing racism and closing the racial wealth gap is the most critical challenge we face in creating a fair and inclusive society and we know that more of the same won't do," said Citi CEO Michael Corbat in a statement, while adding that the company is committed to using its resources and influence to "Combat the impact of racism in our economy." Today, when looking at salary levels, White workers, on average, are paid more than Black and Latinx workers at almost every education level, according to a report by the Economic Policy Institute.

#### Citi Pledges \$1 Billion To Narrow The Racial Wealth Gap, Confront Wealth Inequality (Forbes)

(9/23/2020 8:00 AM, Staff)

On Wednesday, Citigroup, the nation's fourth-largest bank by asset size, pledged more than \$1 billion over the next three years to address the widening racial wealth gap and increase the economic mobility of Black Americans. "The pandemic is a health crisis with severe economic implications and it's led to an unveiling of the systemic racism that has existed in this country for far too long," says Citi's CFO Mark Mason, who's part of a small cadre of prominent Black executives on Wall Street.

Citi's announcement follows that of Bank of America's in June, pledging \$1 billion to advance racial equality and economic opportunity over a four-year span. The coronavirus pandemic and subsequent demonstrations against the killings of Black people have placed a searing spotlight on existing racial disparities in the U.S., bringing them to the fore of the business world's conscious. "It has been a catalyst for many companies to really try and get after this in a substantive way, and for Citi, it's certainly caused us to take a step back," Mason says.

#### Companies shed workers, paid dividends after getting Fed aid, panel finds (Politico)

(9/23/2020 11:33 AM, Victoria Guida)

The Federal Reserve has bought corporate bonds issued by companies that have laid off more than a million workers and doled out dividends to shareholders, the Select Subcommittee on the Coronavirus Crisis found in an analysis released Wednesday.

"Fed Chair Jerome Powell testified in June that 'the intended beneficiaries of all of our programs are workers,'" the committee staff said in the analysis. "However, the Select Subcommittee's analysis indicates that many large layoffs have occurred among the companies whose bonds were purchased by the Fed, suggesting that the primary beneficiaries of the program have been corporate executives and investors, not workers."

The report found that 383 companies whose bonds were bought by the Fed paid dividends to their shareholders, including 95 that also conducted layoffs, and 227 companies had been accused of illegal conduct sometime in the past three years.

#### Economic inequality costs the average working person \$42,000 annually (The Hill)

(9/23/2020 2:30 PM, Richard Kirsch)

Economic inequality is one of those hazy concepts that can mean lots of different things to

people. Members of Congress here's a number that all of your constituents will understand: \$42,000. That's how much more money the typical full-time, prime-age working person would make if we wiped away the economic inequality of the past four decades.

Or put another way, that \$42,000 is the money stolen from the average working person and delivered to the wealthiest 1 percent by policies enacted by previous Congresses. Policies to give a big chunk of that back are on the ballot this November. A groundbreaking new study from the RAND Corporation calculates how much more money people in our country would earn if economic growth in the United States from 1975-2018 had been shared equally instead of dramatically shifted to those with the highest incomes. The total amount of money shifted from 90 percent of wage earners to the highest 10 percent was \$47 trillion from 1975 through 2018.

#### The Late '10s Were Better for Incomes Than the '90s (Bloomberg)

(9/23/2020 6:00 AM, Noah Smith)

New Census data show that the six years from 2014 through 2019 were, economically speaking, some of the best in recent American history. The last three years of President Barack Obama's term and the first three years of President Trump's brought income gains that probably exceeded even the boom of the late 1990s. The economy still has some fundamental problems, even before accounting for the impact of the coronavirus pandemic. But the income growth of 2014-19 suggests the underlying engine of the U.S. economy still has the potential to create prosperity for the middle class.

Between 2014 and 2019, the typical U.S. household saw its inflation-adjusted income increase from \$58,001 to \$68,703 — an 18.5% increase. That's even better than the 14.8% increase logged between 1993 and 1999, the go-go years of the technology boom. And in the '90s, people got some of that additional income by putting in more hours every year, whereas in the recent boom working hours per employee were effectively constant.

#### Essential workers deserve essential wages (MSN)

(9/23/2020 6:24 AM, Alma S. Adams)

America's minimum wage and low-wage workers haven't received a raise in over a decade - even as we celebrate them as essential. COVID-19 threatens our hourly workforce from every angle. Low-wage workers have been the hardest hit by COVID-19 job losses. Their purchasing power has decreased, and the inflationary effect of necessary government spending and borrowing to fight the virus may lower it further. Millions of unemployed Americans are watching their utility, rent and credit card bills balloon, and don't have a way of paying when the rent or mortgage finally comes due.

Low-wage workers are often among the most likely to contract the virus, and both our workplaces and the Trump administration are failing them by not meeting and enforcing adequate safety standards. Enough is enough: our essential workers deserve essential wages, and the easiest way to do that is by increasing the minimum wage. I've long been a believer that our workers deserve a raise. When I was a state legislator in North Carolina, I led the bill that gave our state its last minimum wage increase. Last year, I voted for the Raise the Wage Act, which the Senate should bring to the floor for a vote immediately.

#### It's time to upgrade benefits (MSN)

(9/23/2020 6:24 AM, Rep. Suzan DelBene)

The economic crisis sparked by COVID-19 resulted in historic layoffs and the highest unemployment rate since the Great Depression. Even now, while businesses are tepidly beginning to rehire, the U.S. has still lost millions of jobs since before the outbreak. To keep the economy afloat and buoy consumer spending, Congress increased the amount of unemployment benefits laid-off workers could receive by \$600 per week while also expanding the types of workers who qualified. This was an important recognition that the nature of work has changed drastically in the past decade, but our traditional benefit systems remain tied to the 20th century.

As much as one-third of our workforce is made up of either gig workers, contract workers, or those who

are self-employed. This can range from a Lyft driver to a plumber who runs their own business. When the pandemic hit, these workers were particularly vulnerable because they live outside the standard safety net that was built around a traditional employer-employee relationship. That makes it significantly more difficult to access benefits and protections that are normally provided to full-time workers, like paid leave, workers' compensation, health coverage and retirement planning.

#### From Stimulus Checks to Extra Unemployment Cash, Politics and Blunders Delay Lifeline Payments (Newsweek)

(9/23/2020 9:02 AM, Lucy Harley-McKeown)

As Americans wait for Congress to break the political gridlock on a new stimulus bill that they hope includes more checks, issues with local administration systems are also delaying other lifeline payments to those in financial need. From the political freeze in Congress, to disruptions to the Lost Wage Assistance benefits in New York, to an unemployment claim backlog in California, many Americans are still awaiting more cash support to help them through the pandemic.

CBS 6 recently identified problems with New York's distribution of federal Lost Wage Assistance benefits after people said their payment history was deleted. It came on top of issues the Department of Labor (DOL) had already identified and worked through this weekend involving KeyBank, which is the state's chosen bank to deliver unemployment funds to individuals. The DOL has said it is looking into what has happened to the details of those eligible for the additional \$300 a week. Funds, which were meant to be transferred on Friday, didn't arrive until Monday.

#### Homeownership Less Affordable For Average Workers Across U.S. In Third Quarter Of 2020 (Business Insider)

(9/24/2020 6:01 AM AM, Staff)

ATTOM Data Solutions, curator of the nation's premier property database and first property data provider of Data-as-a-Service, today released its third-quarter 2020 U.S. Home Affordability Report, showing that median home prices of single-family homes and condos in the third quarter of 2020 are less affordable than historical averages in 63 percent of counties with enough data to analyze, up from 54 percent a year ago.

The report determined affordability for average wage earners by calculating the amount of income needed to make monthly house payments - including mortgage, property taxes and insurance - on a median-priced home, assuming a 20 percent down payment and a 28 percent maximum "Front-end" debt-to-income ratio. That required income was then compared to annualized average weekly wage data from the Bureau of Labor Statistics. Compared to historical levels, 308 of the 487 counties analyzed in the third quarter are now less affordable, up from 262 of the same group of counties in the third quarter of 2019. The fallback has come as spikes in single-family home prices - occurring despite economic troubles related to the ongoing Coronavirus pandemic - have outpaced the impact of increasing wages and declines in mortgage rates to historic lows.

#### Coronavirus fallout has erased \$3.5 trillion in workforce income, UN agency says (Business Insider)

(9/23/2020 1:09 PM, Ben Winck)

The coronavirus's labor-market hit has mostly been quantified by the amount of jobs lost and a rising unemployment rate. The International Labour Organization - a United Nations agency - now projects the pandemic erased roughly \$3.5 trillion in worker income year-to-date. The agency laid out its latest reading of the global labor market in a Wednesday report, highlighting lasting pain in the workforce while other economic indicators return to pre-pandemic highs.

Working-hour losses are expected to remain elevated through the third quarter at 12.1%, or 345 million full-time-equivalent jobs, the ILO said. Those losses signal a global drop in labor income of 10.7% over the first three quarters of 2020 compared to the year-ago period. While the agency expected losses to reach 14%, or 400 million FTE jobs, Wednesday's report pegs the total at 17.3%, or 495 million FTE jobs.

New Survey: Businesses to Hold Wages and Benefits Steady (San Francisco Chronicle)

(9/23/2020 3:50 PM, Corey Foster)

A new survey from The Harris Poll, commissioned by Express Employment Professionals, reveals a steep drop in planned pay increases for the remainder of 2020. Little more than half of U.S. hiring decision-makers expect wages to increase in the last quarter of 2020 at their companies, according to a new survey from The Harris Poll commissioned by Express Employment Professionals.

This is a steep decline from PayScale's 2020 Compensation Best Practices Survey in which 82% of respondents gave base pay increases in 2019 and 85% planned to give base pay increases in 2020. Among those hiring decision-makers who expect wages to increase, around half say the increases will be performance-based or standard cost of living, while 36% say the increased wages will be market pay rates. As states continue to relax COVID-19 restrictions, Express experts say the demand for labor, particularly in manufacturing, is indeed driving pay rate increases and retention bonuses.

[CA] Meet the State Senator Shifting California's Workplace Culture (New York Times)

(9/23/2020 1:13 PM, Alisha Haridasani Gupta)

At age 7, Hannah-Beth Jackson - now a state senator in California - wanted to be a baseball player. Because she was a girl, she wasn't allowed to join the Little League, even though she was among the best players. Baseball wasn't to be, but it spurred Ms. Jackson to try to eliminate gender-based barriers over her decades-long career - first as an attorney, and later as an elected official.

In 2015, she wrote the California Fair Pay Act, which has been described by legal experts as the country's most aggressive equal pay protection law, placing the burden on employers to prove that gender is not the reason for pay discrepancies among employees doing "Substantially similar work." In 2018, Ms. Jackson wrote a bill requiring companies headquartered in California to add more women to their boards, or risk a fine of at least \$100,000. Though that law faced immense pushback, with some claiming it amounts to discrimination, it also set off ripples across the country, prompting other states to consider similar laws, and private companies and established investors, like Goldman Sachs, to push for board diversity.

## **Minimum Wage**

[ME] Rockland residents will have a chance to vote on \$15 minimum wage (Maine Beacon)

(9/23/2020 10:00 AM, Dan Neumann)

Rockland voters will have a chance on Nov. 3 to make their town the first municipality in Maine outside of Portland to raise their minimum wage above the state's floor for hourly workers. The Rockland City Council voted 3-2 on Sept. 14 to place a referendum question on the November ballot that would raise the local minimum wage to \$15 an hour by 2024.

The referendum was proposed by first-year City Councilor Nathan Davis. In Rockland, citizens can prompt ballot questions through petition drives or city council members can bring referenda proposals directly to the council for a vote. "I've been thinking about holding some sort of public discussion around wage issues since before the pandemic," Davis said. "I wanted to try to find a way to equalize voices. Typically, in the government, and in society in general, the voices of business owners and capital are often amplified above the voices of low-wage workers, who will be the primary beneficiaries of something like this."

[FL] Poll shows strong support for raising Florida's minimum wage, open primaries (WESH-TV NBC 2 Orlando)

(9/23/2020 9:55 AM, Staff Report)

A new poll shows that a majority of Florida voters support raising the state's minimum wage and changing the way we vote. Amendment 2 would give workers earning minimum wage a raise. Voting yes would set in motion annual increases, from \$8.56 now to \$10 in September 2021, ending at \$15 per hour on Sept. 30, 2026.

A new poll from Monmouth University shows that 67% of voters are for the minimum wage amendment and 26% are against, with 7% undecided or not voting. Central Florida voters lead the state in support of the measure. That may be due to Disney unions securing raises and Universal promising higher-than-minimum wages as it plans construction of a third theme park. There is also continued pressure to raise pay for service jobs at Orlando International Airport.

## Overtime

### [NY] White NYC Laborers Rack Up Tens of Thousands in Overtime While Black, Latino and Asian Workers Get Crumbs, Bias Suit Charges (The City)

(9/23/2020 8:45 PM, Greg B. Smith)

Last year, Department of Citywide Administrative Services laborer Michael Maldonado earned a base salary of \$74,184 working out of the city's massive storehouse in Ridgewood, Queens. A few miles away in Williamsburg, Brooklyn, DCAS laborer Al Scotti made the exact same base pay of \$74,184 working out of the home base for the city's tradesmen in a low slung red-brick workshop next to the Williamsburg Bridge.

All similarities end from there. Maldonado scared up 48.5 hours of overtime in 2019, bringing his total haul for the year to \$77,016. Scotti, meanwhile, racked up 1,074 hours of OT, inflating his year-end pay to \$133,256 — over \$56,000 more than what Maldonado took home. There is one other difference between the two men, both of whom hold the same title of city laborer and are assigned the same type of work: Maldonado is Latino. Scotti is white. This disparity in overtime that favors whites over Blacks, Latinos and Asians is at the heart of a lawsuit filed last week in Manhattan Federal Court.

### [PA] SEPTA manager fired for alleged overtime fraud (Philadelphia Inquirer)

(9/23/2020 6:36 PM, Patricia Madej)

A SEPTA maintenance manager has been fired by the transportation authority for alleged overtime fraud, an authority spokesperson confirmed Wednesday. Ryan Kappler, 38, of Montgomery County, was arrested by the SEPTA Transit Police Department and faces charges of theft by unlawful taking, theft by deception, and receiving stolen property, according to Municipal Court documents filed Tuesday. He was dismissed by the authority earlier this year, with charges as a result of an investigation by SEPTA's inspector general, said spokesperson Andrew Busch.

Kappler's position, a frontline manager overseeing a crew of maintenance personnel within the authority's buildings and bridges department, was eligible to collect overtime benefits. The average base salary for the position is in the mid-to-high \$70,000 range, Busch said. He had been employed by SEPTA since 2014. "SEPTA takes seriously any allegations of wage theft by employees," the authority said in a statement. "SEPTA's Inspector General opened an investigation into this matter as soon as information of alleged wrongdoing came to light. Soon thereafter, the case was referred to criminal authorities, and SEPTA terminated the individual's employment."

### [NC] Lowe's Fends Off OT Suit Over Tax-Reform Bonuses, Volunteer Work (Bloomberg Law)

(9/23/2020 11:58 AM, Kathleen Dailey)

Lowe's Home Centers LLC properly excluded bonuses triggered by 2017 federal tax reforms and paid volunteer days when calculating employees' regular pay rates for overtime purposes, a North Carolina federal judge ruled.

The bonuses were a gift, and the volunteer days qualify as paid time off under the Fair Labor Standards Act, Judge Kenneth D. Bell of the U.S. District Court for the Western District of North Carolina said Tuesday. Bell adopted a magistrate judge's July 29 recommendation and granted Lowe's motion to dismiss the claims.

### [CA] Farmers Insurance Overtime Pay Settlement – Over and Over Again (Lawyers & Settlements)

(9/23/2020 10:45 AM, Jane Mundy)

Farmers Insurance has agreed to settle a California wage and hour lawsuit brought by Farmers special investigators alleging failure to pay overtime, including meal breaks and rest periods. The settlement includes anyone who worked in California for Farmers as a special investigator between 2013 and 2018. And this is not the first time Farmers has settled an overtime claim. In late August 2020, California federal Judge Hixson said settling this (over 3-year-old) case is a "quicker, cheaper path to resolution than continuing to litigate and gives the investigators a guaranteed route to payment." About 80 investigators will share in the recovery — each plaintiff will get about \$47,000. Judge Hixson noted that this "sizeable recovery of 46.6 percent of estimated total recovery is a testament to counsel's skill."

Judge Hickson said the litigation "has been actively contested, and counsel have frequently been successful," and plaintiffs' attorney Nichols Kaster "notched big wins for the class throughout the wage and hour case, including winning certification for the Farmers fraud investigators in February 2018," reported Law360. This isn't the first time Farmers has settled an overtime hour lawsuit. In 2011 the insurance company agreed to pay \$1.52 million in overtime back pay to 3,459 employees following an investigation that found "significant and systemic violations of the federal Fair Labor Standards Act's overtime and record-keeping provision," according to InsuranceJournal.com. As part of the settlement, Farmers agreed to "maintain future compliance with the FLSA by properly recording and compensating all hours worked by its employees."

## **Paid Leave**

### How Coca-Cola, Old Navy And Other U.S. Employers Are Encouraging Employees To Vote In The 2020 Election (Forbes)

(9/22/2020 6:00 AM, Staff)

Some 43% of voting-age Americans didn't vote in the last presidential election, according to a study from the John S. and James L. Knight Foundation. When more than six million Americans have more than one job, it's no wonder that one of the most common reasons why people don't vote is because of work-related conflicts. In recent years, though, more employers have taken steps to ensure their employees' voices are heard.

Just 44% of employers offered employees paid time off to vote in 2018, per a Society for Human Resource Management survey. Among those was Patagonia, which started offering the benefit ahead of the 2016 election. Prior to the 2018 midterms, Patagonia, along with Levi Strauss and PayPal, cofounded Time To Vote, a nonpartisan initiative working to increase voter participation by educating employees about early voting and mail-in-ballot options or offering paid time off on Election Day.

### October 1 Brings Paid Parental Leave, Other Changes (FEDweek)

(9/23/2020 9:00 AM, Staff Report)

Several changes in federal workplace policies will kick in as of the start of the new fiscal year next Thursday, most notably that employees of most agencies will be entitled to a new paid parental leave benefit. That benefit will allow employees to substitute paid leave for part or all of the 12 weeks of unpaid leave available under the Family and Medical Leave Act within 12 months of the birth, adoption or foster placement of a child, effective with such events occurring October 1 or after.

The authority however excludes Postal Service as well as several categories of non-postal federal employees excluded because of what is called an oversight when the authority was enacted quickly late last year. Those include "Title 38" medical personnel, FAA employees, TSA employees other than screeners (who were specifically included in the authority), and several small subcategories. A House-passed defense budget bill (HR-6395) would extend eligibility to all of those groups except for postal employees but that bill has yet to emerge from a conference with the Senate, which has no similar language in its bill. The VA earlier had said that it would extend the benefit to its Title 38 personnel in any case, although with only a week left, there still has been no public announcement.



All Workers Need Paid Family And Medical Leave, Prudential Says (InsuranceNewsNet)

(9/23/2020 4:02 PM, Susan Rupe)

The president of Prudential Group Insurance called for a public-private partnership to provide paid family and medical leave to all U.S. workers. During a webinar held Wednesday, Jamie Kalamarides, president of Prudential Group Insurance, described providing paid leave as the biggest opportunity to help workers as the economy takes steps to come back after the COVID-19 shutdown. The Families First Coronavirus Response Act was signed into law in March, establishing an emergency paid leave program for workers who take COVID-19-related work absences.

It applies only to small businesses with fewer than 500 employees and certain public employers. It also offers certain exemptions for employers with less than 50 employees, and lasts only through the end of this year. The pandemic and its resulting challenges for businesses and workers brought home the need for "a comprehensive solution to providing paid leave to all workers-what has come to be known generically as 'paid family and medical leave,'" Kalamarides said. A robust PFML solution, he said, would provide partially or fully compensated time away from work for all Americans who need to attend to a personal illness or care for an ill family member or new child.

[MA] Working Mass. Parents May Qualify for Paid Leave During Child's Remote, Hybrid Learning (WBTS-TV NBC 10 Boston)

(9/22/2020 9:32 PM, Aysha Palumbo)

Under the Families First Coronavirus Response Act, working Massachusetts parents may qualify for up to 12 weeks of paid leave during their child's remote or hybrid learning. Employment attorney Kevin Kinne, of Worcester, says he's getting calls all the time from employees and employers asking about how the leave works. "I think parents are trying to do the right thing both by their children and by their employer, and so balancing those needs is important," said Kinne, who's a partner at Cohen, Kinne, Valicenti & Cook.

Kinne explained that the Families First Coronavirus Response Act provides for two weeks of emergency paid sick leave for all working parents of children, age 14 and under, whose school is partially or fully remote. There's an additional ten weeks of FMLA for parents who have been employed at least 30 days, full-time or part-time, for the hours they traditionally work, Kinne said. Employees of businesses with fewer than 500 workers are eligible for two-thirds pay, capped at \$200 per day. Remote days during a child's hybrid learning do qualify, Kinne said.

[CA] California Expands Family and Medical Leave Entitlements (JD Supra)

(9/23/2020 5:00 AM, Jacqueline Aguilera & Kathryn McGuigan)

California Governor Gavin Newsom signed SB 1383 on September 17, greatly expanding employee job protected leave under the California Family Rights Act and New Parent Leave Act. The new law requires California employers with as few as five employees to provide family and medical leave to their employees effective January 1, 2021. SB 1383 also expands the scope of "Family members" for whom employees can take leave and the protected reasons for taking leave.

Currently, the California Family Rights Act, modeled after the federal Family Medical Leave Act, requires an employer with 50 or more employees to grant a request by an employee with at least 1,250 hours of service with the employer during the previous 12-month period to take up to 12 workweeks of unpaid protected leave during any 12-month period to bond with a new child of the employee or to care for themselves, a child, a parent, or a spouse.

## **Worker's Compensation**

Post-shutdown, workers' compensation insurers struggle with new risks (Insurance Business)

(9/23/2020 9:00 AM, Alicja Grzadkowska)

Players in the workers' compensation market have been busy the past six months as the coronavirus pandemic has wreaked havoc on businesses, physical workplaces, and employees. The National Council on Compensation Insurance (NCCI), for example, has made several COVID-related changes during this

period, including collecting payroll for furloughed workers so that it wouldn't be used in the premium calculation for those workers that were at home, while also excluding COVID claims from the experience rating calculation. In the meantime, employers have evolved from facing a ton of uncertainty around how they would continue to operate in the midst of the pandemic, to now understanding the importance of implementing social distancing measures and other safety protocols in the workplace. "That is what I've seen has been the biggest impact, is how people are organizing their workforces in the field," said Kevin Clary, vice president of risk management at Amerisure.

Some industries have clearly been more impacted from a workers' comp perspective than others. Construction, which is one of Amerisure's areas of specialty, was one that, for the most part, continued to keep operations going during state-mandated lockdowns. "Construction never really stopped, especially in the southern states," noted Clary. "We're in Michigan and we were probably one of the more stringent locked down states – and even here, construction stayed essential." Nonetheless, construction businesses were still impacted by the pandemic because some workers were not able to perform their job duties during the shutdowns, or managers had to reduce their workforces to meet social distancing requirements. These shifts have introduced new exposures into the fold since some employees are doing different tasks compared to before the global crisis hit.

#### COVID-19 workers' compensation considerations for long-term care facilities (McKnight's Long-Term Care News)

(9/22/2020 9:00 PM, Emily Windle)

Long-term care facilities face a unique challenge right now. Elderly residents are high risk, yet employees interact with and care for them at all times. In a highly populated community, the risk of an outbreak among employees and residents is great. The No. 1 one priority is to keep residents safe while simultaneously keeping employees safe. As states start to loosen restrictions and businesses begin to reopen, there is a greater risk that employees will be exposed to COVID-19 outside of the workplace and unknowingly spread the virus to colleagues and the residents they care for.

Putting the right controls and procedures in place to facilitate a safe work environment can significantly reduce the spread of the virus within a long-term care facility and protect the organization when it comes to COVID-19-related workers' compensation claims. To help reduce the risk of an outbreak and protect long-term care residents, conduct routine employee wellness checks. Testing may include taking employees' temperatures as they come to work each day. Daily checks will require additional work from staff who are already stretched thin, but they can quickly identify those who are exhibiting symptoms, mitigating the potential spread of the virus and reducing the likelihood of a workers' compensation claim. Some states have mandated periodic testing of onsite employees for long-term care and retirement communities, so be sure to check your local regulations.

#### [NC] Fired worker may proceed with retaliation suit (Business Insurance)

(9/23/2020 5:00 AM, Angela Childers)

A worker who was terminated after filing a workers compensation claim in part due to stress may proceed with his claim that his filing was retaliatory. In *Sood v. Tempur Sealy International Inc.*, the U.S. District Court for the Middle District of North Carolina on Monday held that the worker could proceed with his claims retaliation for filing a workers comp claim and hostile work environment claims based on a disability, but dismissed his emotional distress charge.

Ajit "Bobby" Sood worked as a senior product engineer for Lexington, Kentucky-based Tempur Sealy. In 2018, he was asked to take on the role of another colleague in addition to his own, and said the increased workload caused him significant physical and emotional stress, fatigue and exhaustion. In March, he suffered an occupational injury while tearing down mattresses at an event and filed a workers comp claim. His physician and psychiatrist determined that he was fully disabled between March 28 and June 10, at which point he returned to work. On June 13, he was threatened with termination for poor performance and fired on June 28. The court held that Mr. Sood could proceed with his claim of retaliation for filing a workers comp claim.

### [CA] Workers' Compensation Liability Is Catching In California (JD Supra)

(9/23/2020 6:58 PM, Robert Buch & Matthew Graffigna)

Senate Bill 1159 was signed into law by Governor Newsom on September 17, 2020, and went into effect immediately. Under the new law, if employees test positive for COVID-19 under specific circumstances, there is a rebuttable presumption that their exposure occurred at the workplace. Unless rebutted, this presumption creates a compensable injury for purposes of qualifying for workers' compensation benefits.

SB 1159 also creates reporting requirements for employers through January 1, 2023. As we previously reported, Executive Order N-62-20 created a rebuttable presumption surrounding certain COVID-19 workplace exposures. Under this section, there is now a statutory rebuttable presumption of industrial exposure for workers who tested positive or were diagnosed with COVID-19 within 14 days after performing services at their place of employment at their employer's direction between March 19, 2020, and July 5, 2020.

## **Employee Misclassification**

### DOL's Proposed Rule Examines Classification of Independent Contractors (HR Daily Advisor)

(9/23/2020 7:40 AM, Susan Prince)

On September 22, 2020, the federal Department of Labor (DOL) released a Notice of Proposed Rulemaking (NPRM) regarding rules for employers to follow when classifying a worker as an independent contractor or an employee under the Fair Labor Standards Act (FLSA). This analysis is especially important to employers as the gig economy grows throughout the United States and companies such as Uber, Lyft, and DoorDash rely heavily on gig workers.

Whether a worker is an employee, or an independent contractor, is critical when it comes to important issues such as pension eligibility, workers' compensation coverage, wage and hour law, and many other matters. Employers do not pay employment taxes for independent contractors and do not withhold federal, state, and local taxes from payments made to independent contractors.

### Defining "Contractor" Status Would Provide Some Relief for Struggling Workers and Small Businesses (Heritage Foundation)

(9/23/2020 5:40 PM, Rachel Greszler)

A new rule proposed by the Department of Labor could bring partial relief to businesses struggling to stay afloat amid the COVID-19 pandemic's economic fallout. According to a Bureau of Labor statistics survey, nine of every 10 independent contractors prefer contract work to a traditional work arrangement. Where ambiguity exists, the choice should be left to workers and employers to decide their preferred status.

As Labor Department Secretary Eugene Scalia noted, "Employers and workers looking for guidance have had to parse the sometimes-divergent decisions of the federal courts of appeals, and opinion letters the Labor Department issues occasionally without public notice or input." Ambiguity about how to classify workers can result in high administrative costs and cause fear and uncertainty for employers who risk costly lawsuits that could destroy their entire business if they make the wrong determination. Workers also stand to benefit from a clear definition of an independent contractor.

### Gagging on the Gig Economy: Labor Dept. Fast-Tracks Rule Widening Independent-Contractor Status (Labor Press)

(9/23/2020 10:51 PM, Sreve Wishnia)

The Labor Department has proposed a rule intended to make it easier for employers to classify workers as independent contractors-and is fast-tracking it so it could be finalized before the next President takes office. The proposed rule, announced Sept. 22, would widen when workers can be considered an independent contractor instead of an employee. Independent contractors don't have to be paid minimum wage or overtime and are not eligible for unemployment benefits or workers' compensation.

"The rule generally reads like it was written by an attorney for Uber or one of the app-based companies,"

Catherine Ruckelshaus, legal director for the National Employment Law Project, told LaborPress. The rule would rely on two "core factors" to determine whether a worker is "Economically dependent on someone else's business or is in business for himself or herself": How much control they have over their work, and whether they have an "opportunity for profit or loss based on initiative and/or investment," the Labor Department said. If those two factors aren't conclusive, it would consider three "guideposts": the amount of skill required for the work; how permanent the relationship between the worker and the employer is; and whether the work is part of an "Integrated unit of production."

Department of Labor tackles worker classification definition (Land Line)

(9/23/2020 4:00 PM, Mark Schremmer)

The U.S. Department of Labor has proposed a rule to clarify whether a worker is an employee or an independent contractor under the Fair Labor Standards Act. Announced on Tuesday, Sept. 22, the proposal – which could make it easier for a worker to qualify as an independent contractor – is expected to be published in the Federal Register soon. Worker classification has been a hot topic recently, affecting everything from the trucking industry to Uber drivers and freelance writers.

"The department's proposal aims to bring clarity and consistency to the determination of who's an independent contractor under the Fair Labor Standards Act," Labor Secretary Eugene Scalia said in a news release. "Once finalized, it will make it easier to identify employees covered by the Act, while respecting the decision other workers make to pursue the freedom and entrepreneurialism associated with being an independent contractor."

[CA] Endorsement: No on Prop. 22. It's the wrong solution for Uber drivers and the gig economy (Los Angeles Times)

(9/23/2020 6:00 AM, Staff)

Proposition 22, which would classify drivers for app-based services such as Uber and Lyft as independent contractors but guarantee them certain benefits, is an ink-blot test. If you think these companies are predators that exploit workers and compete unfairly, you'll see the measure as yet another effort by the tech industry to circumvent the rules by which responsible corporate citizens play. If you think the apps provide workers an easy means to make extra money and consumers an affordable alternative to taxis, you'll see Proposition 22 as a way to hold onto a service you value.

In reality, the measure is a fix designed by Uber and its counterparts for a problem the California Supreme Court created when it issued its Dynamex decision in 2018, making it harder for employers to classify workers as independent contractors. The Legislature, which is dominated by labor-friendly Democrats who see the gig economy as exploitative, embraced the Dynamex decision as a way to force changes in Uber and Lyft's business model and promote unionized work. The ruling affects a broad array of industries, and the Legislature has failed to come up with a response that meets the needs of the state's 21st century workforce. Proposition 22 doesn't provide a good answer either, offering a solution that's too narrow and rigid.

[CA] Californians not sold on treating Uber, Lyft drivers as independent contractors, new poll shows (Los Angeles Times)

(9/23/2020 6:00 AM, Taryn Luna)

Despite amassing the largest campaign war chest in California history, Uber, Lyft and other app-based companies are in danger of coming up short with voters on a ballot measure that would allow them to again classify their workers as independent contractors, a new statewide poll shows. The UC Berkeley Institute of Governmental Studies poll shows that 39% of the 5,900 likely voters surveyed from Sept. 9-15 would side with the companies and vote yes on Proposition 22, compared with 36% who said they would vote no and 25% still undecided. The poll's margin of error is plus or minus two points.

With just over 40 days left before the November election, pollster Mark DiCamillo says Uber, Lyft, Instacart, Postmates and DoorDash - which have collectively put an unprecedented \$180 million into their campaign - have a long way to go to earn more than 50% of the vote, a necessary threshold for a

ballot measure to pass. "So, it's a tall order for the yes side, but with the resources they have and the fact that voters really haven't come to judgment...it's still open," DiCamillo said. "I think it's anybody's guess right now."

## **Wage Violations**

### [NJ] Wage Theft, Workplace Injuries, and No Sick Time: Report Uncovers Exploitation of New Jersey's Domestic Workers (InsiderNJ)

(9/23/2020 3:49 PM, Staff Report)

Many of the women who clean homes and care for New Jersey's children and seniors are laboring through rampant exploitation, according to a report released today by the Rutgers Center for Women and Work in partnership with the National Domestic Workers Alliance (NDWA) and its affiliates. The findings point to the need for a statewide Domestic Worker Bill of Rights to establish basic labor standards and protect those who are afraid to speak up about mistreatment. "Housecleaners, nannies, and home health aides are essential workers to the individuals and families who rely upon them for care and support," said Debra Lancaster, executive director of the Rutgers Center for Women and Work. "These women are essential to our economy, yet they work within one of the most unregulated industries in the country. When they run into problems at work, which is not unusual, they have little in the way of a safety net."

New Jersey's more than 60,000 domestic workers are overwhelmingly women (97%) and more than half are non-white (60%) and immigrants (52%). Domestic workers are among the lowest-paid workers in the state, and they are exempt from basic legal protections under federal labor laws and OSHA. They are typically employed by agencies or work directly for individuals and families. About a third of New Jerseyans have hired a domestic worker at one point. To learn about their working conditions, four community-based organizations affiliated with NDWA — Adhikaar, Casa Freehold, New Labor, and Wind of the Spirit — trained 30 women to conduct detailed, in-person surveys with more than 400 domestic workers across New Jersey in 2019.

### [PA] More inmates accused of fraudulently seeking jobless checks (Pittsburgh Tribune-Review)

(9/23/2020 4:11 PM, Mark Scolforo - Associated Press)

Eighteen inmates in Pennsylvania state prisons and two girlfriends of inmates on the outside have been charged in what authorities describe as a scheme to fraudulently obtain jobless benefits for ineligible prisoners, prosecutors said Wednesday. The 20 sets of charges were announced by state Attorney General Josh Shapiro a month after prosecutors disclosed the investigation into illegal applications for unemployment compensation benefits that were temporarily enhanced because of the COVID-19 pandemic.

"Look, I know it is shocking and it's wrong. Many who waited and filed and struggled -- they sat back looking for their checks while these fraudsters, these criminals, cashed in," Shapiro said at a news conference. The investigation is not over, he said.

### [IA] DoL: Iowa manufacturer must pay employees \$279K in back pay (Plant Services)

(9/23/2020 3:14 PM, Staff)

After an investigation by the U.S. Department of Labor's Wage and Hour Division, Precision of New Hampton Inc. - based in New Hampton, Iowa - will pay 150 employees a total of \$279,505 in back wages for violating the Fair Labor Standards Act. The WHD investigation found the manufacturer of torque converters violated the FLSA by deducting breaks shorter than 30 minutes from employees' pay as lunch breaks.

The FLSA requires employers to pay for short rest breaks, usually 20 minutes or less, as work time. Meal periods, typically 30 minutes or longer, may be unpaid as long as workers are completely relieved of job duties during that time.

[TX] Medical assistant sues Houston-area Clinica Hispana locations over unpaid wages (San Antonio Express-News)

(9/23/2020 2:55 PM, Rebecca Hennes)

A Texas medical assistant is suing nearly a dozen Houston and Texas-area Clinica Hispana locations over unpaid wages in a recently filed collective-action lawsuit in the Southern District of Texas. The suit filed in late August by a former employee who worked at two of the locations - one in Cypress and another in Amarillo - accuses the parent company of the clinics, listed in the suit as AMD Freedom Enterprises, of failing to pay overtime compensation to medical assistants in direct violation of the Fair Labor Standards Act.

The suit also alleges that none of the clinics have accurate timekeeping records for employees. "This isn't an isolated incident, this is a culture and a practice that this company has," said Genevieve Estrada, an employment law attorney with Alonso and De Leef and attorney for the plaintiff. "We are in the middle of a global pandemic ... everyone is dependent on their job right now and every dollar counts."

## **Worker Safety**

[MA] OSHA cites Massachusetts dental practice for respiratory protection violations (American Dental Association)

(9/23/2020 5:14 PM, Staff)

The U.S. Department of Labor's Occupational Safety and Health Administration has cited Georgetown Dental LLC in Georgetown, Massachusetts, for violating respiratory protection and other standards, according to an OSHA news release. OSHA cited the dental practice for six serious violations and one other-than-serious violation, with proposed penalties of \$9,500, the release stated. The company has paid the penalty in full and abated the citations.

OSHA cited the dental practice for failing to provide medical evaluations and fit testing for employees required to wear N95 respirators as protection against the coronavirus; lack of written programs related to respiratory protection, bloodborne pathogen exposure control and chemical hazard communication; insufficient bloodborne pathogen training and controls; and inadequate eyewash stations, according to the release. "The Massachusetts Dental Society continues to stress to our members the importance of following all required health and safety protocol, especially the Massachusetts Mandatory Safety Standards for Workplaces established to protect staff and patients from COVID-19," said Dr. MaryJane Hanlon, president of the Massachusetts Dental Society.

[CT] OSHA alleges COVID-19 violations at Natchaug Hospital (New London Day)

(9/23/2020 7:27 PM, Brian Hallenbeck)

Natchaug Hospital, a psychiatric facility in Mansfield, has been issued citations by the U.S. Occupational Safety and Health Administration for allegedly violating rules regarding respiratory protections for employees and failing to properly record eight cases of COVID-19 among staff. The citations, based on inspections conducted between May 21 and Sept. 8, call for \$13,494 in penalties and require the hospital to correct the alleged violations by Oct. 26. The hospital has until Oct. 5 to file notice that it intends to contest the citations, according to a U.S. Department of Labor spokesman.

Natchaug is part of the Hartford HealthCare network, which also includes Backus Hospital in Norwich and Windham Hospital. Of the three citations issued, two pertain to personal protective equipment, or PPE, for employees and are deemed "serious." One of them, carrying a penalty of \$11,566, has to do with Natchaug's alleged failure on March 18, April 25 "And on an on-going basis" to develop and implement "a written, work-site specific respiratory protection program" to address the use of N95 face masks, which were required to be worn by staff who could be exposed to the coronavirus.

[VA] State delegate joins business owners in lawsuit challenging Virginia's virus workplace safety regulations (Virginia Mercury)

(9/22/2020 6:00 PM, Kate Masters)

A state delegate joined the Virginia Manufacturers Association and other business owners to challenge emergency COVID-19 safety regulations adopted by the state's Safety and Health Codes Board in July. In a Sept. 15 filing with the Richmond Circuit Court, Del. Dave LaRock, R-Loudoun, argued that he has been "uniquely harmed" by executive actions taken by the board, Gov. Ralph Northam, and state Health Commissioner Dr. Norman Oliver.

Other parties in the lawsuit include Leon Benjamin Sr., a pastor at New Life Harvest Church in Richmond, and Jon Tigges, a Loudoun County vineyard and venue owner who previously — and unsuccessfully — challenged Northam's executive orders during the pandemic. "In many ways, the measures go too far," said LaRock, who has previously supported legal challenges to overturn the governor's executive orders but has never before become a party to one. "Certainly, some measures would be in order, but I think the governor could have done a lot better to create the least restrictive regulations."

#### [VA] Norfolk Shipyard Sheet Metal Shop Works to Combat COVID-19 (Department of Defense)

(9/23/2020 9:01 AM, Allison Conti)

In early 2020, Norfolk Naval Shipyard, along with the rest of the country, found itself facing an unprecedented and unpredictable opponent: COVID-19. The shipyard began its efforts to combat the virus in March, quickly looking for new and innovative ideas to help aid in the fight and keep its workforce safe. One of those ideas was to install personnel guards in spaces where physical distancing wasn't always possible.

Since April, NNSY's Nuclear Sheet metal Shop, or Shop 17, has installed more than 6,000 square feet of protective personnel guards at NNSY, its satellite locations at Naval Station Norfolk and Nuclear Power Training Unit-Charleston, South Carolina. The idea first came about when the shop received a call from the radiation training team asking if there were any safety protections that would allow classroom training to resume. According to NNSY's Structural Group (Code 920) Nuclear Director Brandon Williams, the team began brainstorming ideas that would use materials the shop already had on hand.

#### [CA] California house cleaners, nannies, caregivers could get new workplace protections (San Francisco Chronicle)

(9/23/2020 10:10 AM, Carolyn Said)

Anabel Garcia of Santa Rosa has cleaned houses for 19 years. She's been instructed to use harsh chemicals that impacted her vision and breathing. She's been hired through insurance companies after California wildfires to clean houses covered in ash, while smoke hung heavy in the air. With no protective gear, she had trouble breathing and developed allergies. She's cleaned homes where she was not allowed to use the bathroom. Now she's cleaning homes during a pandemic, uncertain if any of her clients might be carrying the coronavirus.

California occupational law does not protect her and other domestic workers. House cleaners, nannies, caregivers and others who work inside private homes are not covered by state requirements to provide safe working environments. They could get new workplace protections from the state with SB1257, the Health and Safety for All Workers Act, which the Legislature passed last month. It's awaiting a signature by Gov. Gavin Newsom, who has not yet announced his stance, according to his office. The act would place domestic workers under the purview of Cal/OSHA, the state's Division of Occupational Safety and Health, starting Jan. 1, 2022.

#### [CA] California, Here's How to Protect Essential Workers (California Health Report)

(9/23/2020 4:32 PM, Paula Wilson)

COVID-19 is exposing a hard truth about our communities: If the low-wage workers cannot obtain decent health care, everyone else is at risk. That's because many of the lowest-income Californians hold essential jobs in retail and other services where they regularly interact with the public. The UC Berkeley Labor Center estimates that up to half or more of California's workers are considered essential, and most are paid low wages. If they become ill with COVID-19, they often can't afford time off to isolate

themselves. They risk infecting those in their households and other community members as a result.

California's health care safety net wasn't particularly robust prior to COVID-19. A recent Families USA report concludes 5.4 million Americans lost their job-based health insurance coverage between February and May. Extrapolating that data suggests at least 650,000 Californians have lost their job-based insurance. The Berkeley Labor Center notes that nearly a third of the state's workforce has filed for unemployment benefits over the past five months. Providing health care to such vulnerable groups is the reason community health centers exist. They provide comprehensive primary care, including behavioral health, dental and optometric services, regardless of one's ability to pay. Since the COVID-19 outbreak began, the nation's nearly 1,000 community health centers have performed more than 3 million tests for the virus.

## **Veteran**

### Farmer Veteran Coalition announces 4 new state chapters (AgDaily)

(9/23/2020 1:34 PM, Staff Report)

Farmer Veteran Coalition has added chapters in Arkansas, North Carolina, South Carolina, and Tennessee. These four new state organizations join a growing network of state chapters now numbering 13 that boast ties to a national organization dedicated to cultivating a new generation of farmers and food leaders while helping our veterans with their new post-service mission.

The Farmer Veteran Coalition (FVC) is a non-profit that helps veterans pursue careers in agriculture. Headquartered in Davis, California, they service a network of over 20,000 veteran members nationwide. FVC works with the agricultural community, partners, and sponsors to support those who served our country once by defending it, and now serve a second time as farmers feeding it.

### Twitter poll calls Army work-life balance into question (Air Force Times)

(9/23/2020 8:41 AM, Sarah Sicard)

A Twitter poll shared by @mil\_Leader on Sept. 22 asked soldiers on the platform whether the Army promotes a healthy balance of work and life. Does the Army promote a healthy work-life climate? (aka, work-life balance) Though the survey will run through the end of the week, as it currently stands, the answer overwhelmingly is "no."

At the time of this writing, 538 votes were cast, and more than 66 percent of respondents don't feel that the Army has balance, while 26 percent believe the service is trying but failing to promote a healthy climate. Only around 8 percent responded positively. Some cite toxic command climate, while others blame work culture. "Leading by example," @HuntDarkMatter wrote. "The command teams making it a priority and leading by example while also teaching subordinates how they can still be successful and have the right work balance, mentoring how to complete tasking's by priority. Not everything is a priority."

### Let's help military veterans get jobs by recognizing the value of their training in the service (Lumina Foundation)

(9/23/2020 12:00 PM, Lauren Runco)

A promising initiative aims to solve a thorny problem for U.S. military service members and veterans: finding and keeping good jobs when moving to civilian life. That struggle is even greater today in the wake of COVID-19 and our weakened job market. But help is on the way. The Military Credentialing Advancement Initiative's (MCAI) programs are creating clear pathways to help veterans and current service members obtain civilian credentials that are linked with good jobs. The goal is to ensure that credential providers recognize, value, and reward equivalent military training and expertise.

This goal is bigger than you might think. About 200,000 veterans enter the civilian workforce each year — and, though the Department of Defense and military services have taken steps to remedy this — only 1 in 4 have the credentials needed to access good jobs with family-sustaining wages. Others are forced to retrain, re-qualify, or start over. This is especially true for service members of color, who make up 43% of



the active-duty force. One reason is this: More than 50% of Black, Hispanic, and Native American service members are in four occupational areas — food service, supply administration, combined personnel, and administration or warehousing and equipment handling — that lack clear paths to civilian credentials and jobs.

#### These are some of the best federal jobs for veterans (We Are The Mighty)

(9/24/2020 12:10 AM, Miguel Ortiz)

The federal government invests a lot of time and money into training service members of the armed forces. As a result, it's to the advantage of the government to retain service members for as long as possible. Retention programs and bonuses incentivize service members to stay in, but if you no longer wish to volunteer for an all-volunteer service, you can leave (provided your contract is up, of course).

After all, skills and certifications acquired in the military are highly sought after in the civilian workforce. Whether you're a missileer who goes to work for Raytheon, an intel analyst with a secret clearance who gets scooped up by Booz Allen Hamilton or a diesel mechanic who takes a job with Union Pacific, your experience and training in the military makes you a valuable asset to any organization. For those that want to continue serving their country outside of the military, many federal agencies are more than willing to hire vets to fill their ranks.

## **Union**

#### Why conservatives should embrace labor unions to reduce economic inequality (USA Today)

(9/24/2020 3:15 AM, Wells King)

It is no coincidence that America has grown more unequal as its labor movement has lost power. Economists since Adam Smith have recognized that, without organizing, workers cannot negotiate on equal terms with an employer - much less a large corporation. In theory, workers individually negotiate their wages and benefits. In practice, they are presented a take-it-or-leave-it offer.

Organized labor affords workers representation in the workplace and a more equal footing in negotiation, securing higher wages and greater access to basic benefits like retirement, health and life insurance as well as paid leave. In the American labor movement's postwar heyday, one in three private-sector workers belonged to a union. Collective bargaining was a key driver of equality, winning better wages and terms of employment -particularly for less-skilled workers. Today barely one in 20 private-sector workers has a union card. As they lost their power to bargain collectively, workers' wages stagnated, even as corporate profits skyrocketed.

[Editorial note: consult source link for video]

#### Rethinking Public-Service Unions (R Street)

(9/23/2020 12:24 PM, Staff)

America's labor movement has become increasingly concentrated in the public sector. As a result, modern debates about formal labor relations often take for granted that many of the workers involved are government workers. For people holding public office in much of the country, building relationships with these public-sector unions has become a priority.

The public sector's importance to the labor movement is beyond dispute. As of 2019, 49% of America's 14.7 million union members worked for government units. And while about 34% of public-sector workers today belong to unions, less than 7% of those in the private sector do. The handful of unions that have gained strength in recent years are primarily either groups devoted almost entirely to unionizing public-sector workers, like the American Federation of State, County and Municipal Employees (AFSCME), or entities that organize in both public and private sectors, like the Service Employees International Union (SEIU).

## Salary Cuts, Pension Debt and Charges of Racism — Teachers Unions Clash with Their Own Employees (The 74)

(9/23/2020 5:00 AM, Mike Antonucci)

What happens when the unions are management? Sometimes you get bare-knuckled, no-holds-barred brawls between bosses and employees like those currently being fought in National Education Association affiliates in Massachusetts and California. Though they mainly represent public-sector employees, teachers unions are private enterprises with private-sector employees. In most states, these employees are themselves organized into staff unions.

It's to the benefit of the executives of Massachusetts Teachers Association, the California Teachers Association and their respective staffs to bury the hatchet and work out their differences. The last thing they need is casual or wavering members fully aware of how their dues are being managed.

### [NY] Managers and non-unionized city workers begin furloughs next month (MSN)

(9/23/2020 12:28 PM, Alejandra O'Connell-Domenech)

More city employees will be furloughed come October, Mayor Bill de Blasio announced on Wednesday. Roughly 9,000 city agency managers and non-unionized employees will furlough for a five-day period between next month and March of 2021. The furloughs are expected to save \$21 million from city spending.

Last week, Mayor de Blasio announced that 495 City Hall employees, including himself, would furlough for one workweek beginning in October to increase budget savings as the city grapples with a \$9 billion budget deficit over the next two years caused by the economic downturn spurred by the coronavirus pandemic. Furlough rotations for City Hall employees will continue until March of next year, the mayor said.

"We have to keep taking action to address the situation, none of them are pleasant, none of them are things that we want to do in normal times," de Blasio told reporters. "It's very sad when people who work hard have to then sacrifice further but that is what is called of all of us."

### [NC] Labor Union Plants a Big Flag in Western North Carolina (National Law Review)

(9/23/2020 4:47 PM, Grant B. Osborne)

Registered nurses at HCA Healthcare's Mission Health system in Asheville have recently voted to be represented by the National Nurses Organizing Committee, a labor union that is affiliated with National Nurses United ("NNU"). According to various media reports, 965 nurses voted in favor of union representation, while 411 opposed it. The union has apparently called the election the most significant union victory at a hospital in the southern United States since 1975. Such gloating is understandable. According to Becker's Hospital Review, Mission Health, which was acquired by Nashville-based HCA Healthcare ("HCA") in 2019, is a seven-hospital health system with more than 12,000 employees. It's among the 50 largest private employers in North Carolina and one of the largest employers in the state west of Charlotte. Its service area covers 18 counties in western North Carolina. The National Labor Relations Board ("NLRB") will almost certainly certify the results of the election, after which HCA and the NNU will engage in "collective bargaining" to seek a contract covering a "bargaining unit" of about 1,600 registered nurses at Mission Health's campuses in Asheville.

Why is this a big deal? Because representation by a labor union in the private workforce in North Carolina, and in the south generally, is relatively rare. According to the U.S. Bureau of Labor Statistics (an agency of the U.S. Department of Labor) ("BLS"), labor unions' representation of employees throughout the U.S. has been declining for a long time: in 1983 it was about 20%. By last year it was only about half that, at 10.3%. In North and South Carolina union membership rates have been even less impressive, at 2.3% and 2.2% respectively as recently as this year. And more than half of all union members in the U.S. live in just seven states: California, New York, Illinois, Pennsylvania, New Jersey, Ohio, and Washington. One could therefore be forgiven for thinking that unions have abandoned hope of getting traction in North Carolina and decided to focus all of their efforts in more promising territory.

[TN] Pandemic Spurs Nashville Restaurant Workers to Organize (Labor Notes)

(9/23/2020 9:00 AM, Will Blum)

Restaurant workers in Nashville are experimenting with new forms of organizing in response to years of management abuse and the new threat of COVID-19. In early March, just as the pandemic was looming on the horizon, but before any government-mandated shutdowns, a chef in the city's rapidly growing restaurant industry started a Facebook page called "Nashville Hospitality Union." Soon more than 1,000 restaurant workers had joined the page.

Most of the workers involved said that they had experienced serious issues in the industry before, from sexual harassment to inhumane last-minute scheduling, but they saw COVID-19 as a new and urgent threat. Some were worried that restaurants would cut corners on sanitizing, distancing, and case reporting; others that closures or a decrease in business would put them out of a job. But as one worker at Von Elrod's in downtown Nashville told me, whatever the specific concern, "it didn't take a rocket scientist to see who was going to get the short end of the COVID stick."

[NV] Workers at a 2nd Station Casinos resort want out of Culinary union (Las Vegas Review-Journal)

(9/23/2020 9:08 AM, Bailey Schulz)

Employees at a second Station Casinos property said they no longer want representation from the local Culinary union.

Station Casinos said it has stopped recognizing Culinary Local 226 and Bartenders Local 165 as authorized bargaining representatives of Palace Station employees after a majority of the property's workers signed a petition opposing union representation. A majority of workers at Boulder Station signed a similar petition in August.

[NV] Giant inflatable rat display prompts talks between Harrah's Reno building owner and union (Reno Gazette-Journal)

(9/23/2020 10:00 AM, Jason Hidalgo)

The developer of the former Harrah's Reno building is in talks with a local labor union after a large inflatable rat that shamed the company's CEO was put on display near the downtown property. The union, LIUNA Local 169, erected multiple signs last week in response to Las Vegas-based developer CAI Investments' decision to hire and train 60 non-union workers. One sign, which was stuck on the chest of an inflatable rat that towered more than 10 feet high, said "Shame on Chris Beavor CAI." The signs have since been taken down with both sides chalking up the incident to a misunderstanding.

CAI is in the middle of an ambitious remodeling of the building, which will be transformed into a multi-use development known as Reno City Center. The developer expects to close its purchase of the property from Caesars Entertainment by the end of the month. The former Harrah's building is not the only high-profile downtown project that CAI is involved in. The company is also developing a 20-story Kimpton boutique hotel on Court Street right next to the Truckee River.

## **Disability**

[TX] Airswift Sued by EEOC for Disability Discrimination (JD Supra)

(9/23/2020 1:00 PM, EEOC)

Swift Technical Services, LLC, doing business as Airswift, a Houston-based staffing firm focused on the oil and gas industry, violated federal law when it refused to accommodate an employee with a disability who worked in a liquid natural gas facility in Gregory, Texas, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit it filed today.

According to the EEOC's lawsuit, at the start of his employment, the building superintendent told his employer that he had thyroid and prostate cancer in remission and that the prescription medication he was taking could cause false positives for illegal substances on a drug test. He explained that he takes prescription medication to treat gastroesophageal reflux disease, which was a side effect of his cancer

treatment. The EEOC's lawsuit asserts that when the building superintendent later failed a urinalysis drug test, he requested the reasonable accommodation of a retest using either a blood or hair sample. Rather than allow this accommodation in testing, however, Airswift fired him.

## Law & Compliance

### Oracle's Win Over DOL Will Shake Up Pay Equity Enforcement (Bloomberg Law)

(9/23/2020 1:02 PM, Paige Smith)

Oracle's victory in a Labor Department pay discrimination lawsuit dealt a blow to how the agency scrutinizes federal contractors' compensation practices and will likely alter how the agency litigates cases alleging unfair pay based on race and sex, lawyers said. A DOL administrative law judge ruled Tuesday that Oracle didn't discriminate against women and minorities in pay, closing a chapter in the multi-year saga for both the tech giant and the Labor Department's Office of Federal Contract Compliance Programs. "It's not that OFCCP lost, they were annihilated," said David Cohen, co-chair of the Institute for Workplace Equality, a business group specializing in federal contractor compliance. "OFCCP has to do a complete reset on its approach to evaluating compensation."

How the agency will revamp its approach remains to be seen, and the looming presidential election also adds an element of uncertainty to potential next steps. But this litigation loss for the agency could give the Trump administration an outlet to back off of oversight and enforcement, said Maya Raghu, the director of workplace equality and senior counsel at the National Women's Law Center. "To the extent that the agency was going to pursue enforcement actions against companies, I think this gives them ammunition, an argument, to not pursue it," she said.

### As Ellen DeGeneres fights claims of a toxic workplace, here are 3 signs you work in one (CNBC)

(9/23/2020 2:45 PM, Abigail Hess)

On Monday, Ellen DeGeneres addressed allegations made by former employees that her long-running talk show, "The Ellen DeGeneres Show," had an internal culture of racism, fear, and intimidation as well as sexual harassment. The allegations gained national attention following a BuzzFeed article that reported on the show's "Toxic work culture" - and three of the show's high-ranking producers were fired in the aftermath.

CNBC Make It spoke with lawyers, labor experts and historians about what constitutes a toxic work environment - as well as how to spot one. "A toxic workplace is one in which employees don't feel safe or respected," says Linda Seabrook, general counsel and director at Futures Without Violence, explaining that while many workers know if they're not being respected, there are also specific warning signs to look out for. If you feel the weight of intense hierarchical structures, that is not a good sign. Like, Do I have to let my supervisor know if I'm going to the bathroom? Or if workers don't feel that they have the ability to voice their concerns without fear of retaliation," she says. "It comes down to whether you feel heard and valued and respected."

### Employers grapple with COVID-19 presumption laws (Business Insurance)

(9/22/2020 8:00 PM, Louise Esola)

Employers nationwide are following the legislative push to accept COVID-19 claims by presumption in workers compensation, changes that aren't necessarily guaranteeing that such infectious disease claims will be greenlighted but instead promise a surge in litigation and confusion, experts say.

Given the new laws' many nuances, employers are "worried about staying on top" of the presumption trend, said Ralph Touch, Fleetwood, Pennsylvania-based senior vice president of claim operations at Gallagher Bassett Services Inc. "For the very first time we have the entire insurance industry learning new laws on the fly," he said. "These are very big changes, and they are happening quickly. We are applying a disease (to workers compensation) that you could get walking down the street.

As of Tuesday, lawmakers in nine states had passed such laws that clear the red tape for some workers

to have their illnesses covered as a compensable work-related injury, and lawmakers in 13 states are considering or have considered such presumption bills, according to the Boca Raton, Florida-based National Council for Compensation Insurance, which is tracking the legislative trend.

White House Expands Crackdown on Certain Diversity and Inclusion Training (Government Executive)  
(9/23/2020 4:14 PM, Courtney Bublé)

President Trump signed an executive order on Tuesday evening that extends his crackdown on certain employee diversity and inclusion training for federal agencies, contractors, grant recipients and the military. This order comes a few weeks after the Office of Management and Budget ordered federal agencies to redirect funding for certain diversity training for employees, which the administration deemed "un-American propaganda." The new directive targets training for all those involved with the federal government that is "rooted in the pernicious and false belief that America is an irredeemably racist and sexist country." It raised questions and concerns among experts and former government officials.

"Executive departments and agencies, our uniformed services, federal contractors and federal grant recipients should, of course, continue to foster environments devoid of hostility grounded in race, sex, and other federally protected characteristics," said the executive order. "But training like that discussed above perpetuates racial stereotypes and division and can use subtle coercive pressure to ensure conformity of viewpoint. Such ideas may be fashionable in the academy, but they have no place in programs and activities supported by federal taxpayer dollars." The order requires that federal contractors not use employee training material that has any type of race or sex "stereotyping" or "scapegoating," send each labor union or collective bargaining representative a notice that outlines their commitment under the executive order and include provisions from the executive order in all subcontracts or purchase orders, unless given an exemption.

DOL Provides Enforcement Reprieve for Certain Seasonal Establishments Coping with COVID-19 (Littler)  
(9/22/2020 6:00 PM, Rachel Fendell Satinsky & Tanner McCarron)

On September 15, 2020, the United States Department of Labor assured existing, seasonal-based establishments they could engage in alternative activities to cope with the financial fallout from COVID-19, without losing their minimum wage and overtime exemption. The Wage and Hour Division (WHD) issued a Field Assistance Bulletin (FAB) stating it would not enforce actions against seasonal establishments for engaging in activities that would otherwise cause them to lose their exemption under §213(a)(3) of the Fair Labor Standards Act (FLSA).

One exemption to the FLSA's mandate that employers pay employees at least the federal minimum wage and overtime for all hours worked over 40 hours in a week is for those employed by "an amusement or recreation establishment, organized camp, or religious or non-profit educational conference center." The establishment must operate, however, on a seasonable basis. An establishment operates on a seasonable basis if it (1) operates for seven months or less in any calendar year; or (2) during the preceding calendar year, its average receipts for any six months were not more than 33% of its average receipts for the other six months of the same year.

[ME] Maine senator, brewery owner faces labor complaint (US News & World Report)  
(9/23/2020 1:07 PM, Associated Press)

A Maine state senator who is also the owner of a popular Portland brewery is facing a labor complaint stemming from attempts to form a union at her business. Sen. Heather Sanborn, a Democrat, owns Rising Tide Brewery with her husband. The National Labor Relations Board's website states that the business received a signed charge on Sept. 16.

The labor board states that the complaint charges Rising Tide with violating a rule against discharging employees because they urged other employees to join a union. The complaint does not list the name of the employee. Sanborn said Rising Tide left the decision of whether to unionize up to employees in January and they decided not to. She said she's "Confident that when the National Labor Relations Board examines the facts, they will find that we conducted ourselves entirely appropriately."

[NY] New York Firefighter sues department over racism, hostile work environment (ABC News)  
(9/23/2020 9:41 AM, Karma Allen)

A New York state firefighter filed a discrimination lawsuit against the North Tonawanda Fire Department, saying he was bullied for his disability and harassed for making safety complaints against the department. North Tonawanda firefighter Michael Zellner filed a complaint with the New York Division of Human Rights accusing Fire Chief Joseph Sikora and now-retired Assistant Chief Glenn Richau of bullying him because of his documented disabilities, according to court filings. According to the complaint, Zellner has a documented disability related to anxiety and depression, and he tried to voice concerns about safety within the department, but he claimed he was harassed in return.

He said he also has physical injuries to his back and knee stemming from incidents on the job. He also detailed several alleged incidents in which he felt punished and harassed after speaking up, accusing leaders of unfairly reprimanding him for petty infractions that did not earn co-workers the same punishment. According to the complaint Sikora and Richau called him a "p--" at least once when he notified them about broken equipment. Zellner, who joined the department in 2006, also claimed he witnessed multiple instances of anti-Black racism from management.

[Editorial note: consult source link for video]

[NJ] Our nannies, housecleaners, caregivers need a Bill of Rights (Newark Star-Ledger)  
(9/23/2020 1:31 PM, Debra Lancaster & Rocio Alejandra Avila)

Despite growing demand for their services, the people who clean our homes and care for our children and seniors are toiling in one of the most unregulated industries in the United States. COVID-19 has only made it worse. The wages for domestic workers are some of the lowest among all occupations. Most lack formal contracts. Access to any form of benefits or safety net is rare. Sexual harassment and abuse plague domestic workers, compounded by the fact that their work takes place in private homes. The pandemic led to sudden unemployment for many, while others were left on the front lines without adequate personal protective equipment or protection from the CARES Act.

Domestic workers are essential workers to the individuals and families who rely on them. They care for and support households by working as nannies, au pairs, housecleaners, and home health aides. They provide childcare and eldercare; prepare meals; run household errands and clean the house. Advocates like Ai-Jen Poo, co-founder of the National Domestic Workers Alliance (NDWA), have helped to elevate this often-invisible and historically undervalued work, reminding us that, "It's the work that makes all other work possible."

[KY] Employee Refusal to Work Not Covered by Covid Leave-Law Changes (Bloomberg Law)  
(9/23/2020 12:35 PM, Patrick Dorrian)

A substance abuse counselor in Kentucky, who was fired after refusing to work unless her county employer shored up its workplace protections against Covid-19, failed to state a claim under family leave law changes addressing the pandemic, a federal judge ruled.

Mindy Thornberry never triggered the Families First Coronavirus Response Act's amendments to the Family and Medical Leave Act because she never asked the Powell County Detention Center for leave to care for a child, the U.S. District Court for the Eastern District of Kentucky said.

[CA] Google, Adecco must face Calif. workers' challenge to confidentiality pacts (Reuters)  
(9/23/2020 6:47 PM, Daniel Wiessner)

A California state appeals court has revived a lawsuit accusing Alphabet Inc's Google and staffing firm Adecco of violating employees' free-speech rights and various California labor laws by requiring workers to sign wide-ranging confidentiality agreements.

The California Court of Appeal, 1st Appellate District in San Francisco said Tuesday the claims in the 2016 lawsuit were not preempted by the National Labor Relations Act because they alleged infringements

on workers' individual rights, and not the right to collectively advocate for better working conditions covered by the federal law.

## Family and Medical Leave

3rd Circ. Upholds Boeing's Win In FMLA Retaliation Suit (Law360)

(9/23/2020 10:26 PM, Staff Report)

Boeing did not violate federal employment law when it fired a helicopter mechanic for failing to return to work from medical leave, the Third Circuit said Wednesday.

A three-judge panel handed a win to the aerospace giant in a seven-page unpublished opinion, saying it did not interfere with Paul Alkins' Family and Medical Leave Act rights or retaliate against him for taking such leave by firing him, even though Alkins said he had planned to extend his leave. The panel's ruling affirmed a trial court's grant of summary judgment to Boeing.

[NY] NYC Mayor de Blasio expands five-day furlough to 9,000 city workers (Daily Star Post)

(9/23/2020 1:27 PM, Staff)

Mayor Bill de Blasio has expanded New York City's five-day furlough to 9,000 city workers, including staff not protected by unions, in order to make \$21 million in savings for the cash-strapped Big Apple. De Blasio announced the furloughs in a press conference Wednesday saying that all managerial employees of the city government and all employees not represented by organized labor will be affected.

The furloughs, a one-week unpaid leave of absence per worker, will take place from October through to March 2021 and will hit more than 9,000 workers at city agencies. The latest cuts come one week after de Blasio said he was furloughing himself and up to 500 of his own mayoral staff - including his wife - for a week in a move that will save the city \$860,000. New York City is currently grappling with a budget deficit of \$4.2 billion. De Blasio said the latest round of furloughs had been a 'difficult' decision and called it 'very sad' and 'painful'. 'It's a difficult one because it will affect real people and their lives,' de Blasio said.

## Retirement

Rein in 'Green' Investing to Strengthen Retirement (Newsmax)

(9/23/2020 1:26 PM, Michael Busler)

Many Americans are well aware of the looming private pension crisis facing our country. According to Cheiron, a full-service financial analysis and actuarial consulting firm, as many as 117 multiemployer pension plans covering 1.4 million participants could fail within the next 20 years.

While there are a variety of reasons why many of these plans are significantly underfunded, a new investing trend taking hold threatens to further destabilize the \$10.7 trillion held in private pensions. Environmental, social, and governance investing – or ESG investing – is a relatively new phenomenon that has amassed significant funds under management in a short period of time. In 2016 and 2017 not more than a handful of funds contained ESG language in their prospectuses. That trend soon accelerated though and according to Morningstar's Sustainable Funds U.S. Landscape Report, by the end of 2019 the number of ESG consideration funds soared to 564, with a total of \$933 billion in assets under management, demonstrating the breadth and width of this new "impact investing" trend.

Investment professionals must rise above juvenile partisanship to protect retirement security

(All About Alpha)

(9/23/2020 8:25 PM, John Bowman)

The retirement crisis "Plague" existed well before COVID-19. In a time that should have fostered unity for protection of human dignity and spirit, we're perhaps more divided than ever. Social media posts, articles, and op-eds are increasingly filled with confrontational vitriol to describe private capital as "Looting, vulturous, preying, tax dodging, crooks, high on their cocaine of carried interest."

This hyperbole has been on full display as the parade of commentary coming from securities regulators and the market's subsequent response, seems enveloped with partisan divisiveness - "Trump's DOL" or "Biden's SEC." This dramatic rhetoric is unfair, irresponsible journalism, and frankly, self-absorbed click-bait. Politicians, whatever their creed, come and go; professionals are here to stay. Regardless of who occupies 1600 Pennsylvania Ave. and the derivative seats at the SEC and DOL, it is our role to protect the investor. I implore us all to strip off our pre-suppositions and party affiliation and put on the jersey of the impartial professional that seeks to elevate the public's interest above all else, otherwise we'll end up with each party counting its "Wins" while America's retirees are counted out.

#### The 4% Rule Is Dead. What Should Retirees Do Now? (Iris.xyz)

(9/24/2020 3:45 AM, Staff)

The 4% Rule Is Dead. A recent article by Shawn Langlois via MarketWatch pointed out this sobering fact but is one we have discussed previously. Retirees have long counted on being able to retire on their assets and take out 4% each year. A little more than 20-years later, the "Death of the withdrawal rate" has arrived. "The 4% Rule has long been used as a guideline for retirees in determining how much they should be able to withdraw from their retirement account while still maintaining a balance that will allow for the same income stream to flow through their golden years."

The idea of the 4% rule originally suggested that once retired, the portfolio allocation is shifted to ultra-safe Treasury bonds. Such an allocation shift provided for the income required to live on, plus a Government guarantee of the principal. When the 4% rule was put into place, Treasury yields were 5%. Today, they are closing in on 0.5%. This is a massive problem for retirees today. As shown, \$1 million will no longer generate a \$50,000 income for retirement. Even more shocking has been the speed of the change.

#### Money on the Brain: Rebalancing your 401k could save your retirement (Lincoln Courier)

(9/23/2020 2:30 PM, Dave Kinzer)

In March, the stock market lost approximately 30% of its value seemingly overnight, due to repercussions from the COVID-19 pandemic. The plunge was worse than any stock market crash in recent memory. At that time, I advised that you shouldn't panic and sell any holdings in your retirement accounts because I was confident the stock market would recover.

Still, I know many people didn't sleep well for a while as they watched their 401k balance decline to a level they hadn't seen in years. I bet a lot of individuals began to put off their retirement date by at least several years. Hopefully, these people took my advice though, because the stock market recovered in just five months.

#### [IL] A pension reform plan that works — or a great white whale? (Crain's Chicago Business)

(9/23/2020 2:38 PM, Greg Hinz)

Freezing out the Illinois Supreme Court is the key to cutting staggering state retirement costs, according to a conservative research group. Looming in the background as Illinois voters prepare to decide on Gov. J.B. Pritzker's proposed graduated income tax is whether the money inevitably would be sucked up by the state's yawning pension debts.

It's a fair question, one the state one way or another has been debating for a decade now. It's equally fair to assert, as I have on many occasions, that the current benefit structure is far too rich, granting retirees a 3 percent annual cost-of-living hike in a period of 1 percent inflation. That juicy perk over time has amounted to megabillions that state government just doesn't have.

## **Trade**

#### Tesla sues to block Trump tariffs on trade with China (Los Angeles Times)

(9/23/2020 8:23 AM, Staff Report)

Tesla Inc. has sued to block the Trump administration from collecting tariffs on parts the electric car maker



imports from China. Tesla filed suit Monday in the U.S. Court of International Trade in New York, seeking an order declaring the duties unlawful and a refund, with interest, of amounts it has already paid.

The company is challenging actions by U.S. Trade Representative Robert Lighthizer, who is named as a defendant in the case. Lighthizer's office last year denied Tesla's bid to avoid tariffs of 25% on the Chinese-made computer and display screens it uses in its Model 3 electric car. At the time, Tesla complained the increased costs imposed by the tariffs would cause it economic harm.

#### Tesla sues U.S. government to overturn Trump administration tariffs on China (CNBC)

(9/23/2020 12:40 PM, Kif Leswing)

Tesla is suing the U.S. government and U.S. Trade Representative Robert Lighthizer over the Trump administration's tariffs on items Tesla imports from China. The electric car maker wants the court to declare two batches of Trump administration tariffs to be void, and refund Tesla the tariffs it paid with interest, according to the lawsuit filed in the U.S. Court of International Trade. The specific tariffs at issue are known as List 3 and List 4. List 3 went into effect on 2018 and currently places 25% duties on \$200 billion of imported goods from China. List 4 went into effect in 2019 and currently consists of a 7.5% tariff on \$120 billion of Chinese imports. Both lists contain hundreds of very specific items, ranging from raw materials to electronic components. The lawsuit did not describe which items Tesla paid tariffs on, nor how much it paid. Tesla and the U.S. Trade Representative didn't immediately return requests for comment.

The U.S. Trade Representative's "imposition of List 3 and List 4 duties was arbitrary and capricious because USTR did not provide meaningful opportunity to comment, failed to consider relevant factors when making its decision, and failed to draw a rational connection between the facts found and the choices made," Tesla's lawyers argued in Wednesday's filing, which also named the acting commissioner of U.S. Customs and Border Protection, Mark Morgan, as a defendant.

#### UN should prioritize ease of trade to fight poverty (The Hill)

(9/22/2020 7:00 PM, Matt Warner)

This week the United Nations begins debating future priorities during its annual General Assembly. Economic recovery from COVID-19 is at the top of the list of agenda items as the world's aid and donor country representatives determine what can be done to stem the tide of extreme poverty that is threatening to wash out the last three decades of economic progress for low-income communities. Taking decisive action is important, but those assembled should focus less on new initiatives and take a hard look at what we should stop doing to prevent low-income families from finding relief.

Low-income families spend a disproportionate amount of their household income on consumer goods and imports. In this way, high tariffs amount to a regressive tax on those least able to pay for needed goods and for which they have no substitutes. Instead, many just go without. Going without is what has historically kept many women and girls out of the workplace and out of school when tariffs on sanitary napkins made them too expensive for routine use. Those are the kinds of tragic, anti-development ripple effects of bad trade policy.

#### [TX] Trade often dominated Trump's first-term agenda. But it's slipped from the 2020 forefront, even in trade-heavy states like Texas (Dallas Morning News)

(9/23/2020 12:39 PM, Tom Benning)

President Donald Trump has upturned the status quo on international trade unlike any modern-day occupant of the White House, fulfilling a campaign pledge to spare nobody's feelings in taking on countries he's long accused of ripping off the U.S. The Republican's tactics have often dominated his agenda, both politically and policy-wise, holding enormous stakes for a trade-dependent state like Texas.

But trade has taken a back seat in the waning months of this year's White House race between Trump and Democrat Joe Biden, even before the contest was jolted anew by an opening on the Supreme Court following the death of Justice Ruth Bader Ginsburg. Cross-border commerce, tariff fights and global trade

deals have simply been supplanted by other matters – most notably, the coronavirus pandemic and its resulting economic fallout. “When you think about what’s going on with the health issues and the overall economic anxiety ... I don’t know that trade will be at the top of the list of issues,” said Vance Ginn, chief economist at the Texas Public Policy Foundation, a conservative think tank based in Austin.

## National

### Fed Officials Maintain Calls for More Government Spending to Support Economic Recovery (Wall Street Journal)

(9/23/2020 1:55 PM, Nick Timiraos)

Federal Reserve officials said Wednesday the economy was likely to need additional government spending to avoid an uneven and protracted recovery from the coronavirus pandemic. Fed Chairman Jerome Powell said the recovery would move along faster “if there is support coming both from Congress and from the Fed,” he said during the second day of testimony on Capitol Hill. “The power of fiscal policy is really unequaled by anything else.”

The Fed said last week it would hold interest rates near zero until inflation reaches 2% and is likely to stay somewhat above that level, something most officials don’t see happening in the next three years. Recent improvements in economic data reflect both the reopening of commercial activities that had been limited to suppress the virus as well as enhanced unemployment benefits, small-business grants and other relief measures Congress approved earlier this year, Mr. Powell said.

### Dems: Fed COVID response enriched investors as workers fired (The Hill)

(9/23/2020 4:28 PM, Niv Elis)

Democrats on the Select Subcommittee on the Coronavirus Crisis issued a report Wednesday critiquing the Federal Reserve for an emergency COVID-19 response program they say enriched shareholders even as workers were laid off. “In the dual mandate that the Fed has, one of them is maximum employment,” said Rep., who chairs the Select Subcommittee on the Coronavirus Crisis, in a Wednesday hearing with Federal Reserve Chairman. “Yet, the Fed bought corporate bonds issued by companies—we found this in our report - that laid off more than 1 million workers, since March,” he said. “That doesn’t sound like maximum employment to me.”

In question was an unprecedented program the central bank set up to calm markets by buying corporate bonds for the first time in its history. The report, issued by subcommittee staff, found that the program, called the Secondary Market Corporate Credit Facility, bought bonds from companies that were laying off workers and paying out dividends to shareholders. “Staff found that the companies that issued bonds purchased by the Fed conducted substantial layoffs and paid billions in dividends to shareholders during the pandemic, raising concerns that the Fed’s bond purchasing program may be exacerbating economic inequities and contributing to an economic recovery that benefits wealthy executives and investors but leaves behind American workers,” the report said.

### Fed’s Daly says inflation will be guide on U.S. full employment (Reuters)

(9/23/2020 10:17 AM, Staff)

The U.S. central bank’s job is to eliminate employment shortfalls, and it will look to inflation to gauge whether it is meeting that goal, San Francisco Federal Reserve President Mary Daly said on Wednesday.

“We are not going to write down some artificial number about maximum employment, and when we get close to that, we worry,” Daly said in a virtual event hosted by the St. Louis Fed. “We are going to let inflation be the guide of that... We are committed to allowing the economy to run until we find out what maximum employment means experientially - when we start seeing it show up in higher wages and higher prices.”

### Amid coronavirus, the Great American Comeback is underway (The Hill)

(9/23/2020 6:30 PM, Christos A. Makridis)

Prior to the pandemic, real total household and nonprofit net wealth increased by 12.1 percent over the first 11 quarters of the Trump administration, concentrated among the bottom 50 percent of households that experienced a net increase of 47 percent; hourly wage growth for production and non-supervisory workers also hovered over 3 percent for over 17 consecutive quarters; and overall dependence on welfare declined as more people were lifted out of poverty.

The coronavirus pandemic has hit minorities, working class families and small businesses the hardest. While the CARES Act, and the subsequent executive order that signed following the failure for Congress to agree on a second round of stimulus, has helped inject some liquidity in peoples' balance sheets, what we need is not more stimulus, but rather growth and long-run planning. If people are empowered to learn, grow and contribute in their workplace and communities, we'll all be better off for it.

#### Reclaiming the American Dream (The Hill)

(9/23/2020 2:00 PM, Reps. Mike Johnson & Andy Barr)

America's status as "the land of opportunity" is unique in the history of the world. In this country, any individual from any background can start their own company or rise to the top of their chosen career field solely on their own merit, hard work and determination. Anything is possible here, and everyone can achieve their own "American dream." As conservatives, we understand that however each dream may be defined, it is based upon two essential ingredients: liberty and opportunity. Both are necessary for people to be able to pursue and achieve their goals — which empowers individuals and strengthens their families and their communities. The open door for upward mobility in our free enterprise system has been key to making and keeping America great. Unfortunately, decades of often well-intentioned but ill-conceived government policies have gradually restricted liberty and narrowed the door of opportunity for too many. This year, the COVID-19 pandemic and its related economic fallout have created even more obstacles.

Before the pandemic began, President Trump and our previous Republican majority in Congress made great strides and enacted policy reforms that produced a record-breaking economy and unprecedented opportunities for all Americans. To return to that prosperity, we must reject the left's dangerous calls for socialism and instead double-down on our strategy and advance even more conservative reforms. To that end, the Republican Study Committee's American Worker Task Force has published a new report entitled "Reclaiming the American Dream: Proposals to Empower the Workers of Today and Tomorrow." Our report, which is the product of more than a year of concentrated study and collaboration, includes more than 100 policy ideas to accomplish three major objectives — refine existing education goals, refocus labor policy, and reimagine the welfare state.

#### Getting COVID-19 Is Putting Americans On The Brink Of Economic Crisis (Huffington Post)

(9/23/2020 5:00 AM, Emily Peck)

Of the Americans who've contracted COVID-19, 63% are facing serious financial problems, according to a survey released Wednesday morning from NPR, the Robert Wood Johnson Foundation and Harvard University's T.H. Chan School of Public Health. Those who haven't gotten sick aren't faring much better: 46% of households in the U.S. reported serious financial problems because of the pandemic in the survey, 31% have used up all their savings and 21% are having trouble paying debt.

The high percentages of financial distress shocked researchers, said Robert J. Blendon, an emeritus professor of health policy and policy analysis at Harvard who worked on the survey. "We were completely surprised," said Blendon, who has done other polling around natural disasters.

For this survey, researchers asked if Americans had "serious" financial issues as a result of the coronavirus pandemic. Blendon and his fellow researchers assumed that the stimulus checks and expanded aid provided in the economic stimulus package, called the CARES Act, would cushion the blow of the pandemic. Instead they found widespread, serious financial distress — particularly among Americans earning less than \$100,000 a year, people of color, those with disabilities and those who've contracted the coronavirus.

Congress' failure to pass a stimulus package carries devastating consequences for millions of unemployed workers and small businesses (Business Insider)

(9/23/2020 11:58 AM, Joseph Zeballos-Roig)

With a fierce battle over a Supreme Court replacement underway, Congress is shifting its attention away from passing another coronavirus relief package. Senate Republicans, under Majority Leader Mitch McConnell, are moving swiftly to confirm a third Supreme Court justice appointed by President Donald Trump by the end of 2020.

It's a stark contrast with the GOP's reluctance to approve another economic aid package earlier this year, when McConnell pushed "the pause button" on additional spending after enacting a \$2 trillion stimulus law in March. House Democrats passed a broad spending package in May, but Senate Republicans did not take it up — and they never coalesced around another stimulus plan. "No problem to get a new Supreme Court justice approved starting from scratch, but a relief package with multiple proposals already on the table to help tens of millions from sliding into misery as we wait for widespread testing and a vaccine to emerge is too big a lift?" Katheryn Russ, an economics professor at the University of California Davis, wrote on Twitter on Saturday.

**{End of Report}**



# DOL DAILY BRIEFING

U.S. Department of Labor  
By TechMIS  
[www.TechMIS.com](http://www.TechMIS.com)

**TO: U.S. Department of Labor & Staff**  
**DATE: Thursday, September 24, 2020 6:00 AM ET**

## DOL News and Opinion

Manufacturing jobs see help with apprenticeship programs (KMIZ-TV ABC 17 Columbia)..... 6

## DOL News Releases

U.S. Secretary of Labor Scalia Highlights Economic Reopening and Apprenticeship Announcement in Greensboro, North Carolina ..... 7

U.S. Department of Labor Announces First Group of Standards Recognition Entities for Industry-Recognized Apprenticeship Programs ..... 7

## Employment

Walmart to hire 20,000 seasonal workers, stocks up on TVs for the holidays (MarketWatch)..... 9

Walmart looks to hire 20,000 workers to help pack and ship holiday orders this year (CNBC)..... 9

Best Buy Hosting Job Fairs, Hiring Thousands Of Workers For The Holidays (WBZ-TV CBS 4 Boston) ..... 9

[MI] Michigan Announces Plan To Develop Clean Energy Jobs (Detroit Patch)..... 9

[TX] Need work? Find 5,000 open positions at State Fair of Texas' first virtual job fair (Dallas Morning News) 10

## Unemployment

We can end America's unemployment nightmare (MSN) ..... 10

There Might Be Roughly 10 Million Fewer Jobless Americans Than It Seems. Here's Why. (Barron's) ..... 11

Unemployment benefits: 8 possible reasons why your payment is late — and what to do about it (Bankrate)..... 11

Nearly 75% of hotels are expecting even more layoffs before the end of the year (Business Insider) ..... 11

[MA] Massachusetts unemployment recovery remains slow and uneven (Boston 25 News) ..... 12

[NY] Unemployed New Yorkers can become poll workers without losing benefits (MSN)..... 12

[NY] Dave & Buster's files to make 1,400 layoffs permanent, including 421 on Long Island (Newsday) ..... 12

[PA] P.F. Chang's extends layoffs of hundreds of Greater Philadelphia workers (Philadelphia Business Journal) ..... 13

[DC] DOES Under Fire for Unemployment Compensation Delays (Washington Informer) ..... 13

[SC] South Carolina approves 2nd round of federal COVID-19 aid (US News & World Report)..... 13

[TN] Tennessee Reduces Improper Unemployment Payments through Data and Determination (RouteFifty) ..... 14

[SD] Feds' \$600 unemployment bonus led to many ineligible claims, S.D. labor secretary says (KELO-TV CBS 11 Sioux Falls) ..... 14

[CA] Unemployment claims have fallen faster since the \$600 unemployment bonus expired (American Enterprise Institute) ..... 14

[CA] Beverly Hills Police Uncover \$1M More In Unemployment Scam (Beverly Hills Patch) ..... 15

**Apprenticeship**

Democrats Pitch Apprenticeship Expansion to Counter Unemployment (Bloomberg Law)..... 15

[ME] Paid apprenticeships available at Aldermere Farm, Erickson Fields (Penobscot Bay Pilot)..... 16

[PA] 'Earn While You Learn' agriculture apprenticeship opportunity (Lower Bucks Times) ..... 16

[IN] City of Bloomington Supports Free Biomanufacturing Tech Apprenticeship Program Accepting Students for October (WBIW-AM 1340 Bedford) ... 16

**Labor**

Masked smiles redefine workplace culture: 'Feels like we're strangers' (Washington Post)..... 17

This college is responding to an often-ignored population: Working adults (Washington Post)..... 17

Making capitalism work better is a perfect job for good old American know-how (MarketWatch) ..... 17

Airlines Face Desolate Future as Attempts to Reopen Crumble (Bloomberg) ..... 18

Walmart Took Its Eye Off Black Managers While Women Advanced (Bloomberg)..... 18

Former Volvo CEO: Companies still aren't giving workers what they deserve (CNN) ..... 18

So you're working remotely and want to move? Read this first (CNN)..... 19

What I learned after graduating from college in the middle of a pandemic (CNBC)..... 19

The pilots changing the face of aviation (MSN)..... 19

The future of the economy hinges on child care (MSN)..... 20

COVID-19 has narrowed the divide between Democrats and Republicans on ways to support workers (USA Today)..... 20

The Agile Workforce (Forbes)..... 20

This Working Mom Wants To Reduce Burnout For Parents (Forbes)..... 21

The pros and cons of hiring independent contractors (Business Management Daily) ..... 21

6 Tips For Employers Tackling Post-Virus Telework Requests (Law360) ... 21

Self-Directed IRA Accounts Get Enhanced Access to Private Markets (Morningstar) ..... 22

[NC] Faced with 20% teacher turnover, this district decided to 'grow their own' (EdNC) ..... 22

[IN] Center of Workforce Innovations Adult Learning Centers offer a better tomorrow to many (NWI Life)..... 22

[MO] CHAMPIONS Look Forward to New Jobs in the Trades (St. Louis CNR) ..... 23

[AZ] Live events workers marched with empty road cases to a rally in Tempe to save jobs (Arizona Republic)..... 23

[WA] Here are the bright spots in Seattle's coronavirus pandemic job market (Portland Oregonian)..... 23

**Child Labor**

Palm oil labor abuses linked to world's top brands, banks (Washington Post) 24

**Immigration**

Immigrants Keep Sending Money Home Despite Pandemic Job Losses (New York Times)..... 24

How Do Restrictions on High-Skilled Immigration Affect Offshoring: Evidence from the H-1B Program (Cato Institute) ..... 25

H-1B visa regulation at White House for review (Staffing Industry Analysts) .... 25

**Working Women**

COVID-19 recession hit women especially hard. We need bold policies to promote equality. (USA Today) ..... 26

Pregnancy during a pandemic: The stress of COVID-19 on pregnant women and new mothers is showing (The Conversation)..... 26

How the pandemic's push toward remote work could end the motherhood penalty (Fast Company) ..... 26

How new pregnancy accommodation legislation could impact feds (Federal Times) ..... 27

Companies with greater gender diversity in leadership roles create a more positive experience for all employees (Morningstar)..... 27

[NY] Women's Opportunity Center lays off staff in response to drastic lapse in funding (Ithaca Voice) ..... 28

[DC] Why Working Women in D.C. Succeed on the Job and What Other Cities Can Learn (Washington Informer) ..... 28

[HI] Eight business women honored (Garden Island) ..... 28

**Wages & Compensation**

The cost of racial inequality is \$16 trillion, new Citi report says (MarketWatch)..... 29

Citigroup to spend more than \$1 billion to help close racial wealth gap (MarketWatch)..... 29

Citi to dedicate more than \$1 billion to initiative for closing the racial wealth gap (CNBC)..... 29

Citi Pledges \$1 Billion To Narrow The Racial Wealth Gap, Confront Wealth Inequality (Forbes)..... 30

Companies shed workers, paid dividends after getting Fed aid, panel finds (Politico)..... 30

Economic inequality costs the average working person \$42,000 annually (The Hill) ..... 30

The Late '10s Were Better for Incomes Than the '90s (Bloomberg) ..... 31

Essential workers deserve essential wages (MSN)..... 31

It's time to upgrade benefits (MSN) ... 31

From Stimulus Checks to Extra Unemployment Cash, Politics and Blunders Delay Lifeline Payments (Newsweek)..... 32

Homeownership Less Affordable For Average Workers Across U.S. In Third Quarter Of 2020 (Business Insider) ... 32

Coronavirus fallout has erased \$3.5 trillion in workforce income, UN agency says (Business Insider) ..... 33

New Survey: Businesses to Hold Wages and Benefits Steady (San Francisco Chronicle)..... 33

[CA] Meet the State Senator Shifting California's Workplace Culture (New York Times) ..... 33

**Minimum Wage**

[ME] Rockland residents will have a chance to vote on \$15 minimum wage (Maine Beacon)..... 34

[FL] Poll shows strong support for raising Florida's minimum wage, open primaries (WESH-TV NBC 2 Orlando)34

**Overtime**

[NY] White NYC Laborers Rack Up Tens of Thousands in Overtime While Black, Latino and Asian Workers Get Crumbs, Bias Suit Charges (The City)34

[PA] SEPTA manager fired for alleged overtime fraud (Philadelphia Inquirer) 35

[NC] Lowe's Fends Off OT Suit Over Tax-Reform Bonuses, Volunteer Work (Bloomberg Law)..... 35

[CA] Farmers Insurance Overtime Pay Settlement – Over and Over Again (Lawyers & Settlements) ..... 35

**Paid Leave**

How Coca-Cola, Old Navy And Other U.S. Employers Are Encouraging Employees To Vote In The 2020 Election (Forbes)..... 36

October 1 Brings Paid Parental Leave, Other Changes (FEDweek) ..... 36

All Workers Need Paid Family And Medical Leave, Prudential Says (InsuranceNewsNet)..... 37

[MA] Working Mass. Parents May Qualify for Paid Leave During Child's Remote, Hybrid Learning (WBTS-TV NBC 10 Boston) ..... 37

[CA] California Expands Family and Medical Leave Entitlements (JD Supra) ..... 37

**Worker's Compensation**

Post-shutdown, workers' compensation insureds struggle with new risks (Insurance Business)..... 38

COVID-19 workers' compensation considerations for long-term care

facilities (McKnight's Long-Term Care News) ..... 38

[NC] Fired worker may proceed with retaliation suit (Business Insurance) .. 39

[CA] Workers' Compensation Liability Is Catching In California (JD Supra) ..... 39

**Employee Misclassification**

DOL's Proposed Rule Examines Classification of Independent Contractors (HR Daily Advisor)..... 39

Defining "Contractor" Status Would Provide Some Relief for Struggling Workers and Small Businesses (Heritage Foundation)..... 40

Gagging on the Gig Economy: Labor Dept. Fast-Tracks Rule Widening Independent-Contractor Status (Labor Press)..... 40

Department of Labor tackles worker classification definition (Land Line).... 40

[CA] Endorsement: No on Prop. 22. It's the wrong solution for Uber drivers and the gig economy (Los Angeles Times) ..... 41

[CA] Californians not sold on treating Uber, Lyft drivers as independent contractors, new poll shows (Los Angeles Times)..... 41

**Wage Violations**

[NJ] Wage Theft, Workplace Injuries, and No Sick Time: Report Uncovers Exploitation of New Jersey's Domestic Workers (InsiderNJ)..... 41

[PA] More inmates accused of fraudulently seeking jobless checks (Pittsburgh Tribune-Review) ..... 42

[IA] DoL: Iowa manufacturer must pay employees \$279K in back pay (Plant Services) ..... 42

[TX] Medical assistant sues Houston-area Clinica Hispana locations over unpaid wages (San Antonio Express-News) ..... 43



**Worker Safety**

[MA] OSHA cites Massachusetts dental practice for respiratory protection violations (American Dental Association)..... 43  
[CT] OSHA alleges COVID-19 violations at Natchaug Hospital (New London Day) ..... 43  
[VA] State delegate joins business owners in lawsuit challenging Virginia’s virus workplace safety regulations (Virginia Mercury)..... 44  
[VA] Norfolk Shipyard Sheet Metal Shop Works to Combat COVID-19 (Department of Defense)..... 44  
[CA] California house cleaners, nannies, caregivers could get new workplace protections (San Francisco Chronicle)44  
[CA] California, Here’s How to Protect Essential Workers (California Health Report) ..... 45

**Veteran**

Farmer Veteran Coalition announces 4 new state chapters (AgDaily)..... 45  
Twitter poll calls Army work-life balance into question (Air Force Times) ..... 45  
Let’s help military veterans get jobs by recognizing the value of their training in the service (Lumina Foundation) ..... 46  
These are some of the best federal jobs for veterans (We Are The Mighty) ..... 46

**Union**

Why conservatives should embrace labor unions to reduce economic inequality (USA Today) ..... 47  
Rethinking Public-Service Unions (R Street) ..... 47  
Salary Cuts, Pension Debt and Charges of Racism — Teachers Unions Clash with Their Own Employees (The 74) . 47  
[NY] Managers and non-unionized city workers begin furloughs next month (MSN)..... 48

[NC] Labor Union Plants a Big Flag in Western North Carolina (National Law Review) ..... 48  
[TN] Pandemic Spurs Nashville Restaurant Workers to Organize (Labor Notes)..... 48  
[NV] Workers at a 2nd Station Casinos resort want out of Culinary union (Las Vegas Review-Journal) ..... 49  
[NV] Giant inflatable rat display prompts talks between Harrah’s Reno building owner and union (Reno Gazette-Journal) ..... 49

**Disability**

[TX] Airswift Sued by EEOC for Disability Discrimination (JD Supra)... 49

**Law & Compliance**

Oracle’s Win Over DOL Will Shake Up Pay Equity Enforcement (Bloomberg Law) ..... 50  
As Ellen DeGeneres fights claims of a toxic workplace, here are 3 signs you work in one (CNBC)..... 50  
Employers grapple with COVID-19 presumption laws (Business Insurance) ..... 51  
White House Expands Crackdown on Certain Diversity and Inclusion Training (Government Executive)..... 51  
DOL Provides Enforcement Reprieve for Certain Seasonal Establishments Coping with COVID-19 (Littler) ..... 51  
[ME] Maine senator, brewery owner faces labor complaint (US News & World Report) ..... 52  
[NY] New York Firefighter sues department over racism, hostile work environment (ABC News) ..... 52  
[NJ] Our nannies, housecleaners, caregivers need a Bill of Rights (Newark Star-Ledger) ..... 53

[\[KY\] Employee Refusal to Work Not Covered by Covid Leave-Law Changes \(Bloomberg Law\)](#) ..... 53

[\[CA\] Google, Adecco must face Calif. workers' challenge to confidentiality pacts \(Reuters\)](#)..... 53

### **Family and Medical Leave**

[3rd Circ. Upholds Boeing's Win In FMLA Retaliation Suit \(Law360\)](#) ..... 53

[\[NY\] NYC Mayor de Blasio expands five-day furlough to 9,000 city workers \(Daily Star Post\)](#) ..... 54

### **Retirement**

[Rein in 'Green' Investing to Strengthen Retirement \(Newsmax\)](#)..... 54

[Investment professionals must rise above juvenile partisanship to protect retirement security \(All About Alpha\)](#) . 54

[The 4% Rule Is Dead. What Should Retirees Do Now? \(Iris.xyz\)](#)..... 55

[Money on the Brain: Rebalancing your 401k could save your retirement \(Lincoln Courier\)](#)..... 55

[\[IL\] A pension reform plan that works — or a great white whale? \(Crain's Chicago Business\)](#) ..... 55

### **Trade**

[Tesla sues to block Trump tariffs on trade with China \(Los Angeles Times\)](#)56

[Tesla sues U.S. government to overturn Trump administration tariffs on China \(CNBC\)](#)..... 56

[UN should prioritize ease of trade to fight poverty \(The Hill\)](#) ..... 56

[\[TX\] Trade often dominated Trump's first-term agenda. But it's slipped from the 2020 forefront, even in trade-heavy states like Texas \(Dallas Morning News\)](#) ..... 57

### **National**

[Fed Officials Maintain Calls for More Government Spending to Support Economic Recovery \(Wall Street Journal\)](#) ..... 57

[Dems: Fed COVID response enriched investors as workers fired \(The Hill\)](#)... 57

[Fed's Daly says inflation will be guide on U.S. full employment \(Reuters\)](#)..... 58

[Amid coronavirus, the Great American Comeback is underway \(The Hill\)](#)..... 58

[Reclaiming the American Dream \(The Hill\)](#) ..... 58

[Getting COVID-19 Is Putting Americans On The Brink Of Economic Crisis \(Huffington Post\)](#)..... 59

[Congress' failure to pass a stimulus package carries devastating consequences for millions of unemployed workers and small businesses \(Business Insider\)](#) ..... 59

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

## **DOL News and Opinion**

[Manufacturing jobs see help with apprenticeship programs \(KMIZ-TV ABC 17 Columbia\) \(9/23/2020 8:08 PM, Staff Report\)](#)

Manufacturing jobs have seen a heavy boost in job fulfillment in the U.S. in previous months, as the U.S. economy slowly recovers. The August jobs report showed 1.37 million new jobs added, with unemployment sitting at 8.4 percent.

On Wednesday, U.S. Secretary of Labor Eugene Scalia toured Machines Specialist Inc. in Whitsett. It marked his first stop in the Triad since a February visit. He explained that

manufacturing jobs are “coming back,” due to a trade agreement between the U.S., Mexico and Canada. “[Manufacturing jobs are] critical to our economy, to our economic wellbeing, to our national security,” Scalia said.

## **DOL News Releases**

### U.S. Secretary of Labor Scalia Highlights Economic Reopening and Apprenticeship Announcement in Greensboro, North Carolina (9/23/2020 12:00 PM, OSEC)

Today, U.S. Secretary of Labor Eugene Scalia traveled to Greensboro, North Carolina to discuss the economic recovery during the coronavirus pandemic. Secretary Scalia toured Machine Specialties, Inc. and met with company leadership, employees, and apprentices to discuss economic recovery and building a stronger workforce through apprenticeships. Additionally, Secretary Scalia participated in a roundtable discussion with local business and community leaders to highlight safely reopening businesses and workforce development efforts in North Carolina.

Earlier in the day, the Department announced the next step in expanding apprenticeships by recognizing the first group of Standards Recognition Entities, which will oversee the development of high-quality Industry-Recognized Apprenticeship Programs. “I was pleased to visit Machine Specialties today to learn how their apprenticeship program is equipping workers with skills that lead to good-paying jobs,” said U.S. Secretary of Labor Eugene Scalia. “Apprenticeships play a key role in helping Americans get back to work. The announcement this morning of the first Standards Recognition Entities recognized by the Department marks an important milestone in the expansion of apprenticeships to new industries. The President’s actions to expand apprenticeships, cut taxes, knock down unnecessary regulatory barriers, and implement strong trade agreements like the USMCA are powering our economy out of the pandemic and into a strong recovery.”

### U.S. Department of Labor Announces First Group of Standards Recognition Entities for Industry-Recognized Apprenticeship Programs (9/23/2020 12:00 PM, ETA)

As a critical part of the Administration’s efforts to expand access to in-demand job opportunities, the U.S. Department of Labor today announced that it has recognized an initial 18 organizations as Standards Recognition Entities (SREs) to oversee the development of high-quality Industry-Recognized Apprenticeship Programs (IRAPs). SREs are third party industry and workforce leaders that will evaluate and recognize high-quality IRAPs consistent with the Department’s standards. The 18 SREs are the first group of SREs to receive recognition under new regulations the Department published earlier this year to expand apprenticeship opportunities in industries where apprenticeships have been underutilized. The recognition of these entities follows a rigorous review from the Department to ensure that they have the capacity and quality-assurance procedures needed to monitor IRAPs. SREs can now begin to work with employers and other entities to establish, recognize and monitor high-quality IRAPs that provide apprentices with industry-recognized credentials. SRE recognition is valid for five years. “Standards Recognition Entities are the foundation for Industry-Recognized Apprenticeship Programs,” U.S. Secretary of Labor Eugene Scalia said. “The entities we recognize today will enable companies in industries like healthcare, advanced manufacturing, information technology, and many others better tailor their apprenticeship programs to fit the particular needs of their workforces.”

“Expanding apprenticeships means more job opportunities for American workers,” Assistant Secretary of Employment and Training John Pallasch said. “During this time of economic change, it’s important to create better access to good-paying careers for America’s workforce.” Many different types of entities may be recognized SREs, including trade groups, companies, educational institutions, state and local governments, non-profit organizations, unions, joint labor-management organizations, and certification and accreditation bodies for a profession or industry. This first cohort of SREs includes a diverse array of organizations representing accreditation bodies, community colleges, employers, industry associations, state agencies and workforce development agencies. SREs have been approved to recognize IRAPs nationally or statewide in 20 industries, with many representing sectors where apprenticeship opportunities are not widespread. In addition, SREs have been approved to recognize IRAPs in nearly 130 occupations with numerous related industry-recognized credentials.

The Department’s announcement of this inaugural SRE cohort marks the culmination of the Department’s work in response to the recommendations of the Task Force on Apprenticeship Expansion. Created under President Trump’s Executive Order to Expand Apprenticeships in America issued on June 15, 2017, the 20 member Task Force, headed by the Secretary of Labor and co-chaired by the Secretaries of Commerce and Education, expanded upon the Administration’s commitment to apprenticeship development and expansion. Since Jan. 1, 2017, over 800,000 individuals have found employment through an apprenticeship program. Apprenticeships have a proven track record of producing strong results for both employers and workers. Apprenticeships are pathways to good paying jobs in high-growth and emerging industries; allow workers to learn while they earn; provide an average starting salary of \$70,000 for people who complete apprenticeship programs; and have strong retention rates with more than 90 percent of apprentices remaining employed after they have completed their training. The 18 organizations newly recognized as SREs are:

- AED Foundation (National);
- Alabama Office of Apprenticeship (Alabama);
- American Nurses Credentialing Center Practice Transition Accreditation Program® (National);
- ANSI National Accreditation Board (National);
- Apprenticeship Missouri (Missouri);
- ApprenticeshipNC (North Carolina);
- Colorado Community College System (Colorado);
- Energy Sector Security Consortium INC (National);
- FANUC-ROCKWELL SRE (National);
- FASTPORT (National);
- Franklin Apprenticeships (National);
- Iowa Department of Education (Iowa);
- Ivy Tech Community College of Indiana (Indiana);
- National Institute for Metalworking Skills (National);
- Peregrine Technical Solutions (National);
- Smart Automation Certification Alliance (National);
- Texas Workforce Commission (Texas); and
- WTIA Workforce Consulting (National).

Entities that are interested in seeking recognition from the Department to serve as an SRE can submit an application online at any time.

## **Employment**

Walmart to hire 20,000 seasonal workers, stocks up on TVs for the holidays (MarketWatch)  
(9/23/2020 9:30 AM, Tonya Garcia)

Walmart Inc. says it has started the holiday hiring process, seeking 20,000 workers to help with a season that is starting earlier and relying more on digital due to COVID-19. Walmart's new hires will join its e-commerce fulfillment centers. Pay will range from \$15.75 to \$23.75 an hour and will begin right away, with shifts assigned as quickly as 48 hours after a new hire has applied for a job. Seasonal hires will stay on through Jan. 1, 2021, and many roles could turn permanent.

Walmart has hired more than 500,000 workers since March across stores and elsewhere in the business. The retail giant is also stocking up on items that have grown in demand since the start of the pandemic, like bicycles, exercise equipment and athleisure gear. The company is also stocking up on pet items "to ensure it has great gifts for the newest member of many families since the pandemic began," it said in an announcement.

Walmart looks to hire 20,000 workers to help pack and ship holiday orders this year (CNBC)  
(9/23/2020 8:43 AM, Melissa Repko)

Walmart said it will hire 20,000 seasonal employees who will help pack and ship online purchases at its fulfillment centers as it anticipates more holiday shopping to shift online during the coronavirus pandemic. It marks the first time in five years that the big-box retailer has announced significant holiday hiring. The company is adding the seasonal workers, even after its pandemic-fueled spree. Since March, it has hired more than 500,000 employees across its U.S. stores and supply chain to keep up with demand for a wide range of items, from groceries to hair color and bicycles.

Over the past few years, Walmart has largely given extra hours to its existing employees to keep up with the pace of holiday shopping. However, this year the pandemic could complicate how the season unfolds. New Covid-19 cases are rising by a weekly average of 5% or more in 29 states and Washington, D.C., according to a CNBC analysis of data compiled by Johns Hopkins University. And public health officials are concerned those numbers could grow as colder temperatures force people inside.

Best Buy Hosting Job Fairs, Hiring Thousands Of Workers For The Holidays (WBZ-TV CBS 4 Boston)

(9/23/2020 10:55 AM, Staff Report)

Best Buy is looking to hire thousands of new employees. Starting this week, individual stores will be holding job fairs to start the process of hiring for the holiday season.

The fairs being held in the Boston area and at stores nationwide could include same-day interviews and on-the-spot job offers. Best Buy says it needs both in-store and distribution center workers. New hires will make at least \$15 an hour.

[MI] Michigan Announces Plan To Develop Clean Energy Jobs (Detroit Patch)

(9/23/2020 2:17 PM, Joey Oliver)

A pair of executive orders signed by Michigan Gov. Gretchen Whitmer Wednesday create

the MI Healthy Climate Plan, which aims to protect the environment and help develop new clean energy jobs by putting Michigan on a path toward becoming fully carbon-neutral by 2050, the state announced in a news release. "The science is clear – climate change is directly impacting our public health, environment, our economy, and our families," Whitmer said in a statement. "This dangerous reality is already causing harm throughout Michigan, with communities of color and low-income Michiganders suffering disproportionately, which is why I'm taking immediate action to protect our state. We owe it to our children and grandchildren to leave them a cleaner, safer and healthier world. Through comprehensive and aggressive steps, we will combat the climate crisis by formally setting and relentlessly pursuing a goal of statewide decarbonization by 2050. These bold actions will provide critical protections for our environment, economy, and public health, now and for years to come. It will also position Michigan to attract a new generation of clean energy and energy efficiency jobs."

Executive Directive 2020-10 sets the goal of economic decarbonization in Michigan by 2050. Officials said transitioning to carbon neutrality will mitigate the future harms of climate change and enable Michigan to take full advantage of the ongoing global energy transformation — from the jobs it will generate for our skilled workforce, to the protections it will provide for natural resources, to the savings it will bring to communities and utility customers.

[\[TX\] Need work? Find 5,000 open positions at State Fair of Texas' first virtual job fair \(Dallas Morning News\)](#)

(9/23/2020 6:33 PM, Staff)

The State Fair of Texas will kick off its first ever virtual job fair Thursday that will last until Friday afternoon. Normally, the State Fair hosts a job fair for seasonal employees at the conclusion of the marquee event that includes three weeks of lights, rides and food. On Friday, the State Fair will start its Big Tex Fair Food Drive-Thru, where fairgoers can enjoy turkey legs and other treats in lieu of the yearly festivities.

The drive-through event and virtual job fair were innovations caused by the coronavirus pandemic. Organizations have been transitioning to socially-distanced alternatives to activities since March. "The whole idea was to help residents around the Fair Park area [and] make sure we're hitting those low-income, high-poverty neighborhoods and bringing resources to that area," said Kamala Kannan, vice president of workforce development for Goodwill.

## **Unemployment**

[We can end America's unemployment nightmare \(MSN\)](#)

(9/23/2020 7:33 AM, Emily Stewart)

Erin Suggs applied for unemployment in March as soon as the California salon she works at shut down. She figured her case would be pretty straightforward — she works on commission, meaning she's counted as a regular employee, not self-employed.

But it took the 50-year-old mother of two more than two months to get her benefits, during which time she estimates she and her husband called California's Employment Development Department, which administers the state's unemployment system, upward of 3,000 times. It turned out that in filling out the forms, she checked one box wrong. "It just put me in pending hell for 10 weeks," she says. "There was no way of fixing it." Her experience

is hardly unique. In California alone, more than 6 million people, or one-third of the state's workers, have filed for unemployment benefits, and hundreds of thousands of them have been stuck in a weeks- or even months-long backlog.

There Might Be Roughly 10 Million Fewer Jobless Americans Than It Seems. Here's Why. (Barron's)

(9/23/2020 12:30 PM, Matthew C. Klein)

When the latest report on jobless claims comes out Thursday morning, it will likely continue to show almost 30 million Americans getting jobless benefits in early September, about the same as in mid-May. That suggests there has been almost no improvement in the job market for months. But that bleak conclusion — which comes from the data provided by the Labor Department's Employment and Training Administration, which comes from the states and territories that each run their own unemployment insurance system — doesn't fit the numbers from the Bureau of Labor Statistics on how many Americans have and don't have jobs, which shows steady progress since the economy hit bottom in April.

The BLS survey data imply there were about 20.5 million jobless in August — nearly 10 million below what is implied by the ETA numbers. That includes the 13.6 million conventionally counted as unemployed, the 3.7 million who left the labor force since February, those who were wrongly counted as “employed with an unpaid absence” (currently around zero), and the 3.2 million people who would rather have worked full time but instead were forced to work part time since the pandemic began. While 20.5 million is worse even than the worst month of the global financial crisis, it's nevertheless a big improvement from April, when this measure implied there were more than 42 million jobless Americans.

Unemployment benefits: 8 possible reasons why your payment is late — and what to do about it (Bankrate)

(9/23/2020 3:02 PM, Sarah Foster)

President Donald Trump's unconventional boost to weekly unemployment benefits by way of executive order has left state agencies scrambling to implement new systems that now involve working with the Federal Emergency Management Agency. The most Americans since the Great Depression are currently relying on jobless benefits and it's largely overwhelming the system, while more keep applying each week at a historically elevated pace.

In most cases, it can be valuable to get through to your state unemployment office and speak with a representative. They can help you identify any pain points in your application and perhaps speed up the process for you, though some filers have been having trouble getting through to speak with an agent amid massive job loss nationwide. Most experts are in agreement that you should always re-apply if you believe you were mistakenly denied a benefit.

Nearly 75% of hotels are expecting even more layoffs before the end of the year (Business Insider)

(9/23/2020 8:56 AM, Taylor Borden)

Hotels across the US furloughed countless workers at the outset of the coronavirus pandemic in March. Since then, it's become clear that the hospitality industry has been among the hardest hit by the pandemic. But the industry isn't recovering — and the layoffs likely won't stop coming.

The American Hotel and Lodging Association (AHLA) just released the results of a survey of more than 1,000 hotels conducted in mid-September. It found that most are preparing for the worst — the majority of hotels are anticipating making major changes to keep up with costs, like laying off even more staff in an industry where the unemployment rate is already as high as 38%. Some may permanently close. Nearly 75%, or three out of four hotels surveyed, reported that further layoffs will be necessary to keep hotels open through the end of the year without government assistance. Meanwhile, 32% reported anticipating bankruptcy and 42% reported anticipating closure by the end of the year.

[MA] Massachusetts unemployment recovery remains slow and uneven (Boston 25 News)  
(9/23/2020 10:55 PM, Ted Daniel)

Isaiah Hunt, an engaged father from Dorchester, lost his job as a school van driver in late March when Massachusetts schools were ordered to close to limit the spread of the novel coronavirus. The private transportation company Hunt drives for called him back to work in August, but he said his hours have been cut in half due to restrictions placed on student transportation. “This year, we will only be getting 20 hours instead of 40 due to the new stipulation that you’re going to have one student in the van at a time,” Hunt told 25 Investigates reporter Ted Daniel. Hunt is eligible to collect state unemployment assistance as a part-time worker, but he said the benefits are far less than what he used to earn every two weeks in his paycheck as a full time worker.

“My normal check is \$1,000 but I’m only getting \$260 in benefits,” said Hunt. “It’s not the same, I used to be able to save money and now I’m living paycheck to paycheck.” Massachusetts no longer has the highest unemployment rate in the country after holding that distinction for two straight months. The state’s unemployment rate fell 4.9 percentage points in August to 11.3%, according to data released Friday by the US Bureau of Labor Statistics. Compared to the national unemployment rate of 8.4%, Massachusetts continues to lag. The Commonwealth is one of only 7 states with an unemployment rate above 10%.

[Editorial note: consult source link for video]

[NY] Unemployed New Yorkers can become poll workers without losing benefits (MSN)  
(9/23/2020 2:04 PM, Denis Slattery)

Gov. Cuomo is letting jobless New Yorkers become poll workers for the upcoming election without losing their unemployment benefits. Turnout for the off-year election is expected to be light. The part-time work cannot exceed \$504 in weekly pay and the order covers the days leading up to Election Day, allowing New Yorkers to assist with early voting sites or work needed to prep for Nov. 3.

Cuomo is offering as much assistance as he can muster to local election boards as they adapt to running an election in the midst of the coronavirus pandemic. Early voting runs from Saturday, Oct. 24 to Sunday, Nov. 1 and New Yorkers are expected to take advantage of a new law allowing the use of absentee ballots due to COVID-19, altering the landscape for election officials across the state.

[NY] Dave & Buster’s files to make 1,400 layoffs permanent, including 421 on Long Island (Newsday)

(9/23/2020 6:00 AM, Tory N. Parrish)

Dave & Buster’s has filed notices with the state labor department to make more than 1,400



temporary employee layoffs permanent, including 421 on Long Island, and is considering filing for bankruptcy protection. The Dallas-based operator of venues that combine arcades, sports bars and restaurants has 11 locations in New York State that temporarily closed in March under a government mandate to help stop the spread of COVID-19, although one Long Island location — in Islandia — recently reopened for food and beverage service only.

Contending with financial woes due to months of temporary closings across the country, the struggling company is considering filing for Chapter 11 bankruptcy protection if it can't reach a favorable deal with its lenders, according to a filing with the U.S. Securities and Exchange Commission. But the company plans to rehire some of the New York employees at some point, spokeswoman Shelby Lopaty Robinson said Tuesday.

[PA] P.F. Chang's extends layoffs of hundreds of Greater Philadelphia workers  
(Philadelphia Business Journal)

(9/23/2020 6:15 AM, Laura Smythe)

Hundreds of layoffs are extending beyond an originally anticipated six-month timeline in Greater Philadelphia for popular restaurant chain P.F. Chang's China Bistro. According to recent filings with the Pennsylvania Department of Labor and Industry, 375 positions are being impacted by the elongated layoffs. Affected workers are scattered across five stores, with 75 impacted employees at each location. The restaurants are located at:

721 Easton Road in Warrington, Pennsylvania (Bucks County)  
10 Town Center Drive in Collegeville, Pennsylvania (Montgomery County)  
510 Germantown Pike in Plymouth Meeting, Pennsylvania (Montgomery County)  
983 Baltimore Pike in Glenn Mills, Pennsylvania (Delaware County)

[DC] DOES Under Fire for Unemployment Compensation Delays (Washington Informer)  
(9/23/2020 3:00 PM, Sam P.K. Collins)

After nearly seven months, and an untold number of hours on the phone, Zina Ford recently found out, for the third time, that she wouldn't receive unemployment benefits anytime soon, though she contends the reason seems unclear at the moment, even after several emails and conversations with D.C. Department of Employment Services personnel. Ford counts among a contingent of self-employed and contractual workers who, because of their precarious status, have found difficulty in acquiring COVID-19 unemployment benefits, though they've contributed the District's cultural economy in various capacities.

Between March and September, DOES reported more than 148,000 newly filed unemployment claims - an amount several times greater than the entirety of 2019. With that influx came issues involving DOES' online filing system and long wait times on the phone. During an oversight hearing hosted by the D.C. Council Committee on Labor and Workforce Development last week, D.C. Councilmember Elissa Silverman requested the allocation of funds in the FY 2021 budget to update DOES' unemployment claims system. For gig workers, legislation currently before the D.C. Council Committee on Labor and Workforce Development would expand the definition of employment.

[SC] South Carolina approves 2nd round of federal COVID-19 aid (US News & World Report)

(9/23/2020 4:22 PM, Associated Press)

South Carolina lawmakers agreed Wednesday on how to spend the remaining \$693 million in federal money meant to help pay for COVID-19 expenses. Most of the money - \$420

million - will go to replenish the state's unemployment fund, keeping businesses from having to pay over years to repay the money spent on jobless benefits after the pandemic caused hundreds of thousands of people to lose their jobs. The state already sent \$500 million to the unemployment fund.

A committee of House members and senators agreed Tuesday to a compromise on how to spend the money after minor differences and the House and Senate passed the proposal without additional changes and little discussion Wednesday. The bill sends \$115 million to education, local government and state agencies, which have to get permission of a private grant company that runs South Carolina's federal aid program to get any of those funds. The proposal spends \$93 million on additional COVID-19 testing, \$25 million in grants for approved nonprofit organizations and \$40 million for relief money for approved minority and small businesses. With a few small differences, the proposal aligns with how Gov. Henry McMaster wanted to spend the money. The federal government sent \$1.8 billion to South Carolina. Lawmakers passed the first bill spending part of the money in June.

#### [TN] Tennessee Reduces Improper Unemployment Payments through Data and Determination (RouteFifty)

(9/22/2020 5:00 PM, William Ornelas)

The multi-billion-dollar problem of improper unemployment insurance payouts isn't a new issue for state governments. The same web portals that make it easy for workers to apply for benefits also create an opportunity for fraud. Without cutting-edge identity verification tools, online identities can provide a smokescreen for criminals, allowing them to appear eligible for benefits and putting the entire system at risk.

Mitigating the risk of fraudulent claims centers on ensuring that the person on the other end of the transaction is truly who they say they are. Since claimants are signing up online more regularly, rather than walking into a government building, it has become much harder to verify their identities. How hard is it? According to the U.S. Department of Labor, over the last three years, half of all states disbursed improper payments ranging from 10 to 26% of total unemployment dollars. The causes vary from errors by claimants and employers to outright deception and identity fraud.

#### [SD] Feds' \$600 unemployment bonus led to many ineligible claims, S.D. labor secretary says (KELO-TV CBS 11 Sioux Falls)

(9/23/2020 1:08 PM, Bob Mercer)

The availability of the \$600 federal bonus earlier this year spurred people to make fraudulent claims for unemployment benefits in South Dakota, according to a state government official. Two-thirds of the applications were found to not be eligible for benefits as people tried to cash in amid the COVID-19 pandemic, state Labor Secretary Marcia Hultman said Wednesday. "Fraud has been a huge issue with these federal programs," Hultman told the state Workforce Development Council.

She said the availability of the federal money led people to take chances. The state Department of Labor and Regulation staff determined, for example, that many claims came from people who were deceased. In another instance, a small rural community had 56 applicants using the same address. Time spent weeding through those claims slowed down processing of legitimate applications, according to Hultman.

[CA] Unemployment claims have fallen faster since the \$600 unemployment bonus expired (American Enterprise Institute)

(9/23/2020 3:46 PM, Matt Weidinger)

Before it expired the week ending July 25, the federal \$600 per week unemployment bonus stimulated an intense debate. On one side, many Republicans, often citing reports from employers, argued the unprecedented payments were slowing returns to work, since most recipients collected more in benefits than they would from working. On the other side, many Democrats argued the bonuses were not affecting returns to work, and without them the recovery would slow since households would have less to spend.

So what do claims for unemployment insurance benefits - the most frequent metric of the state of the labor market - show since the \$600 bonus expired? As displayed below, the data show both initial and continuing claims for UI benefits fell more rapidly after the bonuses ended. That suggests more are returning to work now than before the bonuses expired in late July. As Figure 1 shows, the number of persons collecting UI benefits fell by 21.5 percent between the week ending July 25 and the most recent week of data ending September 5. That's more than double the 10.5 percent decline in the six weeks leading up to July 25 - the last week for which the bonuses were payable.

[CA] Beverly Hills Police Uncover \$1M More In Unemployment Scam (Beverly Hills Patch)

(9/23/2020 7:41 PM, Michael Wittner)

Beverly Hills police say they have now arrested 87 people allegedly connected to EDD fraud and identity theft. Detectives say they have recovered 181 fraudulent EDD cards, a debit card in California carrying unemployment benefits, valued over \$3.6 million. Just last week, Beverly Hills police announced that they had located 129 fraudulent cards worth over \$2.5 million, which arrested in 44 arrests. Police also found another \$466,000 and seven handguns.

Beverly Hills Police Department spokesperson Lt. Max Subin said that 80 percent of suspects were from out of state, and used the cards to rent AirBnbs and buy shoes, clothing, and purses. Investigators say that suspects were able to go to the EDD website and apply for unemployment benefits under pseudonyms, often of people who are dead, in jail, or in nursing homes. The Employment Development Department announced a two-week reset period to reduce fraud. During the reset, those looking to submit new unemployment claims will be redirected to a temporary website.

## **Apprenticeship**

Democrats Pitch Apprenticeship Expansion to Counter Unemployment (Bloomberg Law)

(9/23/2020 5:31 PM, Andrew Kreighbaum)

Democrats are pushing to expand federal workforce training as a way to help people struggling to find work in the pandemic, bucking a Trump administration proposal for an alternate apprenticeship program.

About 600,000 people participate in apprenticeships annually through the Department of Labor's registered apprenticeship program, which allows workers to gain nationally recognized credentials in their occupation. Vocational education advocates and lawmakers have both called for expanding the number of registered apprenticeships. The National Apprenticeship Act of 2020 (H.R. 8294) would authorize \$3.5 billion in new spending over

five years on registered apprenticeships, youth apprenticeships, and pre-apprenticeships.

[ME] Paid apprenticeships available at Aldermere Farm, Erickson Fields (Penobscot Bay Pilot)

(9/23/2020 4:15 PM, Staff)

Maine Coast Heritage Trust is accepting applications for paid farming apprenticeships at Aldermere Farm and Erickson Fields. Applicants may choose from three tracks: cattle management and farm operations at Aldermere Farm and vegetable farming at Erickson Fields. Each apprenticeship will include a monthly stipend of \$1000, benefits, shared housing, training, and supervision. The Aldermere Farm apprenticeships will last between 12 to 24 months and will begin as soon as the selected applicants are available.

At Aldermere Farm, the apprentices will gain experience managing all facets of beef farm operation and will help lead agricultural programs for youth. The Erickson Fields apprenticeship will be 9 months starting in mid-March 2021. At Erickson Fields, the apprentice will learn all aspects of vegetable production, as well as help the farm manager supervise youth and community education programs. MOFGA's Apprenticeship Program is working with MCHT to provide apprentices with additional free training and networking opportunities.

[PA] 'Earn While You Learn' agriculture apprenticeship opportunity (Lower Bucks Times)

(9/23/2020 8:31 PM, Lower Bucks Times)

Agriculture Secretary Russell Redding is encouraging young Pennsylvanians to apply for an Agriculture Equipment Service Technician Apprenticeship, where they'll earn a paycheck while they learn hands-on skills in science, technology, engineering and math. Pennsylvania will face more than 1,000 job openings in the field by 2020, as current farm equipment mechanics and service technicians retire.

"Feeding the future means we need a new generation of Pennsylvanians to enter the agriculture industry today," said Redding. "Apply to be an apprentice - you'll never be without work and you can be confident you're choosing a career that's making an impact in your community and the world." The Agriculture Equipment Service Technician Apprenticeship was developed to train more than 1,000 Pennsylvanians to repair and maintain diesel machines, hydraulic systems, and electrical and system controls along with global positioning and information systems and other emerging technologies.

[IN] City of Bloomington Supports Free Biomanufacturing Tech Apprenticeship Program Accepting Students for October (WBIW-AM 1340 Bedford)

(9/23/2020 8:00 AM, Staff Report)

Bloomington residents may now register for a free three-week training in skills needed to gain employment in the region's robust biomanufacturing sector. Supported in part with funding from the City of Bloomington's Recover Forward Phase 1, the Biomanufacturing Technician Apprenticeship Program was developed by Hoosier Hills Career Center, in partnership with Ivy Tech, WorkOne, and industry partners Catalent and Boston Scientific.

Instruction will take place October 5-23 at the Indiana Center for the Life Sciences, 501 North Profile Parkway on the Ivy Tech Community College Bloomington campus. Classes meet Monday through Friday from 8 a.m. to 4 p.m. Prospective participants may register at [ivytech.com/bloomington/workforce](http://ivytech.com/bloomington/workforce) until October 1. Once the registration reaches its 28-student capacity, names of subsequent applicants will be added to a waitlist for participation

in one of several subsequent sessions, beginning in spring 2021.

## **Labor**

Masked smiles redefine workplace culture: 'Feels like we're strangers' (Washington Post)  
(9/23/2020 3:31 PM, Abha Bhattarai)

Sam Tuttle's job at a bustling restaurant on the Las Vegas Strip is as much about providing diners a temporary escape as it is about serving their meal. He tries to be upbeat and smiles broadly, mindful that he needs to speak a bit louder and enunciate clearly. "People are mostly put off by the masks and feel uncomfortable," said the 37-year-old waiter, who says his tips have dropped off roughly 30 percent since the coronavirus outbreak. "The interaction is inhibited, sometimes our attitudes are misinterpreted and guests leave disappointed."

The pandemic that has ravaged the service industry and cost millions of jobs is changing the nature of customer-facing work at stores, spas, restaurants, barbershops and other service sector jobs. Workers across the country say even the most basic interactions with customers and colleagues have been complicated by social distancing and mask requirements, as well as the underlying fear of contracting the deadly virus.

This college is responding to an often-ignored population: Working adults (Washington Post)

(9/23/2020 10:45 AM, Danielle Douglas-Gabriel)

Before the public health crisis leveled the economy, employer-paid tuition programs were evolving from recruitment tools for college-educated candidates eyeing an MBA to a path for working-class employees to gain a foothold in higher education. The recession could threaten that momentum if companies continue to shed jobs or curtail benefits. But Michael Sorrell, president of Paul Quinn College in Dallas, is making a calculated bet on the longevity of a movement that serves an often-ignored population of potential students: working adults.

On Wednesday, Paul Quinn will become the first historically Black college to partner with Guild Education, a Denver-based firm that works with companies such as Walmart and Lowe's to provide education benefits to employees. Paul Quinn is among dozens of colleges and universities, including Southern New Hampshire University and the University of Florida, offering credentials and degrees through Guild. Employees of the companies in the Guild network can access all of Paul Quinn's courses and four-year-degree programs. The college has short-term credential programs and accelerated degrees designed for working adults.

Making capitalism work better is a perfect job for good old American know-how (MarketWatch)

(9/23/2020 12:29 PM, Alexander Rossides)

Should capitalism generate broad-based prosperity? Should it support a healthy democracy to achieve its ideals of equal opportunity? If so, then capitalism as practiced in the U.S. is not living up to its potential or its intent. Consider that prior to the coronavirus pandemic, about 60% of Americans had less than \$500 in the savings. The top 10% of Americans own 70% of the nation's wealth while the bottom 50% own less than 2%.

Two major systemic changes would move the US. toward becoming an inclusive economy.

Last year, the Business Roundtable redefined the purpose of corporations. Signed by 181 CEOs, the Roundtable's "Statement on the Purpose of the Corporation" asserts the purpose of a company is to benefit all stakeholders — customers, employees, suppliers and communities and shareholders. In other words, not to solely to maximize shareholder value. Fully implementing this mandate would put social returns on par with financial returns and would be a paradigm and mindset shift that ripples through the economy.

#### Airlines Face Desolate Future as Attempts to Reopen Crumble (Bloomberg)

(9/23/2020 10:00 AM, Anurag Kotoky Angus Whitley)

Airlines have felt the pain of the coronavirus pandemic more than other companies. Almost overnight the bulk of their business ceased. But in mid-2020 there was at least hope that Covid-19 might not be as virulent as first thought; that warmer months would bring some respite; that travel corridors — agreements allowing passengers to fly between two countries without quarantine — might get people back in the air.

Now, almost eight months into the pandemic, with cities reentering lockdown and a vaccine likely months away, it's apparent there will be no quick comeback. International air traffic in July was 92% below 2019 levels, and there was little sign of improvement in August, according to the International Air Transport Association (IATA). More than 400,000 airline jobs have been cut since February, according to data compiled by Bloomberg. "This is lasting longer and is deeper than most people thought," says Scott Kirby, chief executive officer of United Airlines Holdings Inc. "And our view is demand is not coming back. People are not going to get back and travel like they did before until there's a vaccine that's been widely distributed."

#### Walmart Took Its Eye Off Black Managers While Women Advanced (Bloomberg)

(9/23/2020 7:00 AM, Matthew Boyle)

On a Friday morning in June 2009, Walmart's then-Chief Executive Officer Mike Duke stood in front of thousands of employees and shareholders at a star-studded corporate gala and announced that the world's largest retailer needed more female leaders. His pledge to make changes would have a major unintended consequence — a setback for Black representation.

Duke that day unveiled a global women's council designed to help boost the share of women in senior leadership roles, then at 27% — a glaring disparity, when women made up more than half of Walmart's U.S. workforce. Jump forward 11 years, and Walmart has boosted that share to nearly one-third. Meantime, the share of Black leadership roles has recently declined.

Walmart's focus on women — spurred by a class-action gender discrimination lawsuit — left Black men and women on the outside looking in, according to a half-dozen African-American former associates who worked at Walmart's headquarters in Bentonville, Arkansas.

#### Former Volvo CEO: Companies still aren't giving workers what they deserve (CNN)

(9/23/2020 8:26 AM, Pehr Gyllenhammar)

Grocery store clerks, delivery personnel, truckers and health care and factory workers have kept the US economy from collapsing entirely during the pandemic. Yet many of these workers feel they aren't getting the pay or respect they deserve. They can't make a living wage or take paid leave when they get sick.

Making sure all employees have a living wage is a good place to start, but salary is only part of the equation, of course. As CEO of Volvo for a quarter of a century, I worked hard not only to give our employees a living wage, but also to make their work more meaningful. Worker salaries were at the top of the union pay scale and were standard, so more important to them were our efforts to give them additional training so they could perform more complex, more interesting work.

So you're working remotely and want to move? Read this first (CNN)

(9/23/2020 3:10 PM, Jeanne Sahadi)

If you've been working from home for the past six months, you may be ready for a change of scenery and may be entertaining the idea of moving. After all, if you don't have to be tethered to your office, maybe you prefer to be closer to family (more babysitting!). Or you'd like to relocate someplace where you can hike or surf. Or you might just want to move someplace cheaper or less crowded. But if you're eyeing a move to another state or region, factor in how that may affect your job, your pay, your benefits and your taxes.

No matter how cool your company is with you working from home, that doesn't mean it will be fine with your home being anywhere. If you move someplace where your company doesn't have employees or satellite offices, it may have to incur greater administrative and tax burdens to satisfy its legal duties as an employer.

What I learned after graduating from college in the middle of a pandemic (CNBC)

(9/23/2020 2:45 PM, Antonia DeBianchi)

Whether it was learning how to draft a cover letter or how to network efficiently, I learned a lot about job hunting in my Boston University journalism classes. What I didn't learn? How to find one during a pandemic. In a recent survey of 132 organizations, Talent Board found that 74% of companies were scaling back employment to a certain capacity while 32% decided to completely freeze hiring.

It didn't take long for me and my fellow graduates to realize this harsh reality. Throughout college, I was hyper-motivated to secure an internship or job every summer. While I didn't think the post-grad job hunt would be easy, I knew I had the skills to be ready to apply once graduation came. While I initially felt stressed about graduating into a thankless job market, I reflected on what I was thankful for amid the chaos of 2020. In this watershed moment, culminating hundreds of years of racial injustice and activism, continues to march on, I've realized how important it is to look outside of my own micro-concerns and educate myself.

The pilots changing the face of aviation (MSN)

(9/23/2020 10:14 AM, Francesca Street)

Captain Courtland Savage was boarding a United Express flight to Bentonville, Arkansas, and heading towards the cockpit when a passenger handed him bags to put in the overhead locker. "I immediately felt angry, but I knew I couldn't be angry. I knew I had to just smile and say: 'Hey, I'm not the flight attendant, I'm the pilot' and then proceed to the cockpit to fly the plane."

For Savage, who is Black, changing preconceptions about being a pilot is key to diversifying the aviation industry. "Now, next time he gets on a flight, it might not be such a surprise to him that you can see a Black man in the cockpit." The image of a White, male pilot manning an airplane isn't just a stereotype, it remains the standard. In the United States 93.7% of

professional pilots are White and 92.5% of professional pilots are male, according to the US Bureau of Labor Statistics.

The future of the economy hinges on child care (MSN)

(9/23/2020 7:40 AM, Anna North)

It was a Tuesday in March when Ellen Drolette heard that schools were closing. Later that day, she learned the Burlington, Vermont, child care home where she looked after six kids would also have to shut down due to the spread of Covid-19 across the country.

“I thought this was going to be maybe two weeks,” Drolette said. But if it went on much longer, she didn’t really have a plan to stay afloat financially. Drolette, who relies on parent fees to pay herself and her assistant, didn’t have much of a cushion — especially since her husband, a general contractor, is also self-employed. “I wasn’t really sure what we were going to do,” she added.

Day cares, which operate on razor-thin margins at the best of times, started running out of money. They had to lay off staff, cutting 370,600 jobs in the child care industry between February and April. The federal government took little action, providing only minimal funding for child care in pandemic stimulus packages. Some day cares began going out of business entirely.

COVID-19 has narrowed the divide between Democrats and Republicans on ways to support workers (USA Today)

(9/24/2020 5:01 AM, Jessica Menton)

The coronavirus pandemic has narrowed a longstanding divide between most Republicans and Democrats on a wide range of proposals to support the U.S. economy, from raising the minimum wage to making childcare more affordable, challenging the conventional belief that Americans are divided heading into the 2020 election. A Public Agenda/USA TODAY/Ipsos survey reveals that Americans across the political spectrum support many measures to create good jobs and boost opportunity. The poll of Democrats, Republicans and Independents is part of the three organizations’ Hidden Common Ground project, which seeks to explore areas of agreement on major issues. Most Americans, regardless of party affiliation, support proposals to raise the minimum wage; make childcare more affordable; and provide anti-discrimination policies that would help their communities build a strong economy that gives everyone the chance to succeed.

While most Americans think the economy is rigged to benefit the rich and powerful, most also think it is okay for the rich to get richer as long as everyone has a chance to succeed. The survey of more than 1,000 adults was conducted from August 28-31. “There’s a lot of other research that talks about how divisive America is right now, but when you get down to the policy dimensions, there’s actually a lot of unanimity,” says Chris Jackson, vice president at Ipsos.

The Agile Workforce (Forbes)

(9/23/2020 7:40 AM, Greg Kihlstrom)

We’ve all been affected by the “gig economy” one way or another. This might be through the way we travel (Uber or Lyft), buy our groceries (Instacart) or hire any number of other services. Or, for an increasing number of workers in the United States and around the world, the gig economy may contribute to some or all of their income.



These gig employees have continued to proliferate, as Lyft, Airbnb, Taskrabbit, Fiverr and many other platforms have popped up to turn almost anything into a “gig.” In addition to this very short-term work, there are growing numbers of self-employed, contractors and freelancers who are turning down full-time work for the flexibility and lifestyle that being independent can provide. I refer to this contingent as the agile workforce.

Companies will need to adjust to this new reality because the idea of a full-time job being synonymous with stability and security is continually losing its credibility. As we saw in 2009 and are seeing again, the idea of independence is making more and more sense to even those who have been in the full-time workforce their entire careers.

#### This Working Mom Wants To Reduce Burnout For Parents (Forbes)

(9/23/2020 7:43 PM, Mary Beth Ferrante)

We’ve all been operating in some kind of state of quarantine and exhaustion for the last six months, but for me, the last 4 weeks have been the most challenging. While teachers are incredible and I appreciate all of the work everyone is putting into making online school work, it has been chaotic. As plans for the start of school were being finalized, parents were left mostly in the dark, unable to really know what class schedules would look like online or what days kids would even be in classes for hybrid schedules.

The ongoing weight of this crisis and the sustained breakdown of child care infrastructure is crushing parents. Blessing Adesiyan, founder of Villo and Mother Honestly, hears this from working parents daily in the social community she has created. She shares, “The caregiving crisis is taking a toll on working families. The psychological anxiety surrounding safe and affordable childcare and the added responsibilities at home will continue to threaten productivity in the workplace. Now more than ever, leaders across all private and public sectors must provide the infrastructure and support working parents need in order to properly position the economy for an optimal recovery.”

#### The pros and cons of hiring independent contractors (Business Management Daily)

(9/23/2020 8:00 AM, Quiana Darden)

When filling a role in your company, there are many decisions to make. Not only do you want to find the right candidate to complete the job, but you want to ensure that you hire them under the best category to fit your business needs.

Choosing to hire an independent contractor or an employee is a significant decision since today more and more companies choose to bring on independent contractors – and for a good reason. There are pros and cons to this decision.

#### 6 Tips For Employers Tackling Post-Virus Telework Requests (Law360)

(9/23/2020 3:42 PM, Anne Cullen)

The Equal Employment Opportunity Commission has said that businesses don’t have to approve every telework request going forward just because they shifted operations online during the COVID-19 pandemic, but experts advise that this year’s experiment in teleworking means that employers will have to handle such petitions from disabled workers more carefully. In guidance issued Sep. 8, the EEOC made clear that a company’s ability to transition to telework to weather a global health crisis does not mean this approach should be forevermore considered a “reasonable accommodation” for that employer to make under the Americans with Disabilities Act.

This advice was likely met with a sigh of relief by companies that would prefer their workers to return to the office once the coronavirus becomes less of a threat. However, lawyers advise that this year's widespread shift to remote work arrangements means company decision-makers will need to devote additional attention to a disabled worker's petition to clock in from home down the road. "Employers will have to look a little more closely at those requests," said Littler Mendelson PC shareholder Jim Paretti, former chief of staff and senior counsel to former EEOC acting Chair Victoria Lipnic. "If a year ago, the inclination was to decline requests for telework in all but the most extreme circumstances, they may have to revisit that with a more factual basis."

Self-Directed IRA Accounts Get Enhanced Access to Private Markets (Morningstar)  
(9/23/2020 7:18 AM, PRNewswire)

iownit capital and markets, Inc., a leading digital assets issuance and trading platform, is pleased to announce that it has entered into an agreement with Midland Trust Company to provide investors the ability to invest in private securities and alternative assets through their self-directed IRA accounts custody at Midland.

Private securities and alternative investments represent a growing segment of capital markets. However, for many investors, access to this asset class is limited and restrictive today, especially through their retirement accounts. Regulatory changes articulated in a recent DOL Information Letter<sup>1</sup> aim at expanding access to alternative investments for Main Street investors, highlighting the importance and need to provide long term investors with the choice of investment opportunities to create well-balanced portfolios.

[NC] Faced with 20% teacher turnover, this district decided to 'grow their own' (EdNC)  
(9/23/2020 5:22 PM, Molly Osborne)

From 2006 to 2018, one of every five teachers in Edgecombe County Public Schools left the district each year on average - a trend found in many rural districts. "As we began looking at our 20% teacher turnover rate," Edgecombe Early College High School Principal Matt Bristow-Smith said, "The question emerged about what systemic changes we could make that are within our own locus of control to help develop a more qualified teacher pipeline that is uniquely prepared to meet the needs of our district."

District leaders began to discuss what a grow-your-own teacher program might look like. They decided to base it at the early college, Bristow-Smith said, "Because we knew we were likely to develop college-going students at our school anyway." The Scholar Teachers program is one part of the district's larger strategy to recruit and retain great people. "This is the first time that our county has made a commitment to a grow-your-own teacher pilot program," Bristow-Smith said. Bristow-Smith describes the Scholar Teachers program as an Edgecombe County version of the North Carolina Teaching Fellows program.

[IN] Center of Workforce Innovations Adult Learning Centers offer a better tomorrow to many (NWI Life)

(9/23/2020 5:07 PM, Staff)

Hoosiers can get a high school diploma, brush up on their career skills, or learn a new skillset, at no cost through the Center of Workforce Innovations Adult Learning Centers. All throughout Northwest Indiana, the CWI Adult Learning Centers continue to aid Hoosiers who want to improve themselves and move on to post-secondary education or find a fulfilling career.

CWI also collaborates with the East Chicago Schools, Hammond Career Center, Michigan City Schools, and the Merrillville Adult Learning Center to offer classes at those venues. "We offer free classes to help our students prepare for the High School Equivalency exam," explained Kitty Meyer, the adult education manager. "The HSE exam, which used to be called GED, provides Hoosiers with the high school diploma requirements they need for many available jobs." Since these are hardly normal times, the state has waived the exam fees through the remainder of the year.

[MO] CHAMPIONS Look Forward to New Jobs in the Trades (St. Louis CNR)  
(9/23/2020 11:47 AM, Mike Chollet)

Recently 14 trainees graduated from CHAMPIONS, a new pipe trades diversity initiative sponsored by the Mechanical Contractors Association of Eastern Missouri, Plumbers and Pipefitters Local Union 562, and the Plumbing Industry Council. CHAMPIONS, an acronym for Creating Hometown Advantages through Minority Participation in Our Neighborhood, is an innovative program designed to expand membership diversity in the city of St. Louis while also strengthening the Local 562 workforce.

On Sept. 18 participants celebrated the completion an initial 6-weeks of intensive classroom training and technical introduction to the trades at Local 562's new state-of-the-art training facility in Earth City, MO. As part of the program, the students committed to a multi-faceted course curriculum and engaged in weekly mentorship and evaluation sessions. By completing the requirements, all graduates were guaranteed a full year of employment with a CHAMPIONS Initiative contractor. For the coming year, the participants will continue their training as pre-Apprentices in the field, while still fulfilling program requirements related to mentorship and performance evaluation. "The CHAMPIONS pilot program was carefully designed and implemented in the best interest of the participants and our hiring contractors' long-term success. The ongoing collaboration with our labor partners, and everyone involved, is unprecedented."

[AZ] Live events workers marched with empty road cases to a rally in Tempe to save jobs  
(Arizona Republic)

(9/23/2020 9:00 AM, Ed Masley)

Live events industry workers marched while pushing empty road cases along Mill Avenue from Tempe's Marquee Theatre to an "Empty event" at Tempe Beach Park Tuesday afternoon. The purpose was to illustrate the impact of the COVID-19 shutdown that's kept people in their industry from working for the past six months.

Arriving at the park, several speakers addressed a crowd of several dozen people and a field of empty chairs, each one bearing the name of a type of worker displaced by the social distancing constraints of the global pandemic. The event was organized by the Arizona Live Events Coalition in conjunction with the Arizona Chapter of the International Live Events Association. David J. Cruse of the Arizona Events Coalition says as soon as the group started talking about the idea of doing an empty event, a lot of the production teams in town said they wanted to do a case push like they'd seen in other cities.

[WA] Here are the bright spots in Seattle's coronavirus pandemic job market (Portland Oregonian)

(9/23/2020 6:20 AM, Paul Roberts)

If you want a sense of what six months of COVID-19 have done to the Seattle-area job market, ask Amy Fenning. Last year, the former college administrator decided she wanted

to be an elementary school teacher and is currently finishing her training in the Renton School District. But thanks to the pandemic, Fenning has no idea when or where any teaching jobs will be available. So she's hedging her bets and keeping the cashier job she took this summer at Target, where work is so plentiful she often has to turn down shifts. "They are always busy and always hiring," says Fenning. "These are just strange times to be looking for work."

Fenning's two-track job search is emblematic of a local labor market unlike anything in recent memory. Overall, unemployment in Washington State remains painfully high: 8.5% as of August, with nearly 340,000 people still out of work. New jobless claims are continuing at triple their pre-pandemic levels, and in some sectors, including hotels, restaurants, travel, and arts and entertainment, layoffs and closures have been so severe it may take years for employment to fully recover.

## **Child Labor**

[Palm oil labor abuses linked to world's top brands, banks \(Washington Post\)](#)  
(9/24/2020 12:37 AM, Margie Mason & Robin McDowell – Associated Press)

An invisible workforce of millions of laborers from some of the poorest corners of Asia toil in the palm oil industry, many of them enduring various forms of exploitation, with the most serious abuses including child labor, outright slavery and allegations of rape, an Associated Press investigation has found. In Malaysia and Indonesia, these workers tend the heavy reddish-orange palm oil fruit that makes its way into the supply chains of many iconic food and cosmetics companies like Unilever, L'Oreal, Nestle and Procter & Gamble. Together, the two countries produce about 85 percent of the world's estimated \$65 billion palm oil supply.

Palm oil is virtually impossible to avoid. Often disguised on labels as an ingredient listed by more than 200 names, it can be found in roughly half the products on supermarket shelves and in most cosmetic brands. It's contained in paints, plywood, pesticides and pills. It's also present in animal feed, biofuels and even hand sanitizer. The AP interviewed nearly 130 current and former workers from two dozen palm oil companies who came from eight countries and labored on plantations across wide swaths of Malaysia and Indonesia. Almost all had complaints against their treatment, with some saying they were cheated, threatened, held against their will or forced to work off unsurmountable debts. Others said they were regularly harassed by authorities, swept up in raids and detained in crowded government facilities.

## **Immigration**

[Immigrants Keep Sending Money Home Despite Pandemic Job Losses \(New York Times\)](#)  
(9/24/2020 12:37 AM, Miriam Jordan)

Jesus Perlera's pay from hauling shipping containers to and from the port of Oakland, Calif., plummeted in the spring as the coronavirus pandemic ravaged business. But, through the shaky months, the self-employed trucker never stopped sending money to his mother in El Salvador. "If I don't support her," he said, "how will she eat?" Mr. Perlera and many other immigrants like him have managed to continue sending substantial amounts of money home, even after the coronavirus pushed their own jobs and earnings into free fall — belying early warnings of a dire global consequence from the pandemic.

The World Bank had predicted in April that remittances transferred to Latin America and the Caribbean by immigrants would plunge by almost 20 percent this year, “their sharpest decline in recent history,” as workers were laid off or their hours slashed. But that forecast, as well as others from international financial analysts, is unlikely to materialize if current trends hold. The predictions made sense. Remittances historically have risen and fallen with the fortunes of the economies where immigrants have traveled to work. But after weathering the worst months of the lockdown, many immigrants are back on the job and sending their relatives even more money than before the downturn, according to newly compiled estimates.

#### How Do Restrictions on High- Skilled Immigration Affect Offshoring: Evidence from the H-1B Program (Cato Institute)

(9/23/2020 12:00 AM, Britta Glennon)

The question regarding the impact of immigration on the host country has long been controversial, but it has risen to the forefront of political debates in recent years. Unexpected political shifts such as the Brexit vote and the election of President Trump have been attributed to voters' concern about the impact of immigration. While the debate surrounding low- skilled immigration has captured headlines in the United States, high-skilled legal immigration — and particularly the H-1B visa program — has also been contentious. Critics of the H-1B program argue that skilled immigrants displace native- born workers and drive down their wages. Indeed, H-1B rejection rates have more than tripled since Trump signed the Buy American and Hire American executive order in early 2017. However, business leaders have decried both these recent measures and long- standing restrictions on high- skilled immigration, arguing that the shortage of workers with specialized skills has negatively affected the competitiveness and innovation of high- tech firms and the U.S. economy.

Policy debates like these have spawned extensive academic literature evaluating the claims of each side. The debate, however, has largely overlooked the secondary consequences of restrictions on hiring high- skilled immigrants: multinational companies faced with decreased access to visas for skilled workers have an offshoring option — namely, hiring the foreign labor they need at their foreign affiliates. U.S. multinational firms are responsible for 80 percent of U.S. research and development (R&D), employ about a quarter of U.S. private- sector employees, and employ the highest number of skilled immigrants. Thus, understanding the response of multinational companies to these restrictions on skilled immigrants is especially significant.

#### H-1B visa regulation at White House for review (Staffing Industry Analysts)

(9/23/2020 7:00 PM, Staff Report)

The US Department of Homeland Security on Sept. 3 sent a new H-1B visa regulation to the Office of Management and Budget for final review. The visas are used by highly skilled foreign workers. And Al Jazeera reports The Trump Administration is working to toughen the H-1B process before the end of the year.

The proposed rule would “revise the definition of specialty occupation to increase focus on obtaining the best and the brightest foreign nationals via the H-1B program, and revise the definition of employment and employer-employee relationship to better protect US workers and wages,” according to a description of the rule. In addition, DHS will propose additional

requirements designed to ensure employers pay appropriate wages to H-1B visa holders.

## **Working Women**

COVID-19 recession hit women especially hard. We need bold policies to promote equality. (USA Today)

(9/23/2020 10:09 AM, C. Nicole Mason)

Things have changed. While I attended a small family wedding in Las Vegas, a relative confided to me that she had been laid off. She had worked for a company, a major resort and casino, for 20 years in one of their many restaurants. Now, seemingly without notice, she was unemployed and raising a son. She also is the primary wage earner in her family. In her voice, I could sense a mixture of disbelief, fear and uncertainty about their future and when she might return to work. This is the new reality for many working women across America.

Women have been disproportionately hurt by job losses during the pandemic. From February to May, 11.5 million women lost their jobs compared with 9 million men, triggering a “she-cession” — an economic downturn where job and income losses are affecting women more than men. The majority of job losses have been concentrated in sectors dominated by women: leisure and hospitality, education, health care and service. These jobs tend to be lower paying and have less flexibility or benefits, exacerbating many inequalities in the workforce.

Pregnancy during a pandemic: The stress of COVID-19 on pregnant women and new mothers is showing (The Conversation)

(9/23/2020 8:33 AM, Jennifer C. Ablow & Elinor Sullivan)

Pregnancy is stressful, to say the least, but COVID-19 brings new challenges to parents of newborns. The Centers for Disease Control and Prevention has identified pregnant women as a vulnerable population. If infected, they are more likely to be hospitalized and require ventilation and their risk of preterm birth goes up.

Economists predict that the U.S. may have at least 500,000 fewer births because of the pandemic. Deciding not to become pregnant during a pandemic is understandable, particularly in the U.S., as it is one of five countries worldwide and the only country classified as high-income by the World Bank, that does not mandate paid maternity leave for non-federally employed workers.

As scholars who study prenatal and postnatal stress, maternal nutrition and the brain development of children, we can tell you the pandemic has dramatically changed the pregnancy experience.

How the pandemic’s push toward remote work could end the motherhood penalty (Fast Company)

(9/23/2020 11:10 AM, Christine Alemany)

In the five years after I graduated from business school, I was excited to watch my close friends and peers — many of whom were smart and ambitious women — launch companies and ascend to senior-level executive roles. Ultimately, a good number of these women dropped out of the workforce to raise children. This phenomenon of a motherhood penalty is a well-documented event. Seeing its effect on so many knowledgeable and experienced women inspired me to establish my own marketing company, originally intended as a

resource for working mothers.

When women choose to jump back into the workforce after having children — they face an uphill battle. Many of those women struggle to find good jobs, and they end up starting from scratch in entry-level positions. Promisingly, prior to pandemic, women’s re-entry into the job market showed significant increases — according to data from the Bureau of Labor Statistics — gaining every year until 2018. Now, with the majority of America working from home during the pandemic, a key to reversing the motherhood penalty has come into focus. Countless companies have realized they can maintain their productivity and profitability while employing remote workers, and I expect many will continue to embrace work-from-home policies once the pandemic passes.

#### How new pregnancy accommodation legislation could impact feds (Federal Times)

(9/23/2020 2:00 PM, Jessie Bur)

Legislation designed to ensure accommodations for pregnant and post-natal workers passed the House with broad bipartisan support Sept. 17, and federal employees may be especially poised to reap the benefits of the bill, should it become law. The Pregnant Workers Fairness Act protects an employee’s right, whether in the public or private sector, to request reasonable accommodation for health issues related to pregnancy, childbirth or related medical conditions from their employer. “This bill would protect pregnant workers from being fired or forced to take unpaid leave when a reasonable accommodation is available,” American Federation of Government Employees National President Everett Kelley said in a statement. “No worker should have to choose between a healthy pregnancy and a paycheck.”

Such accommodations — including time off, telework or office furniture changes — are already protected for employees with disabilities, but because pregnancy is not officially categorized as a disability, pregnant workers were not guaranteed that their requests for such changes could be granted. “They didn’t want to define it as a disability, because that sounds bad, but it did cause all of these legal problems when you needed to actually get help for medical symptoms associated with your pregnancy. You couldn’t get the protection of all of the disability stuff that was already out there,” Heather White, partner at the Federal Practice Group, told Federal Times. “This is kind of closing that circle, finally.”

#### Companies with greater gender diversity in leadership roles create a more positive experience for all employees (Morningstar)

(9/23/2020 9:12 AM, Staff)

Companies with greater gender diversity in leadership roles and promotions, and with more women in highly compensated and revenue-producing jobs, generate a more positive experience for all employees throughout their organizations, according to a new analysis by Willis Towers Watson, a leading global advisory, broking and solutions company. Additionally, companies with leadership structures that support diversity, such as having a chief diversity officer, are perceived to be more inclusive by employees.

Companies with more women in executive and management roles deliver more positive employee experiences in terms of overall career growth, pay fairness, skill building, confidence in leaders and managerial support. Employees in these companies also express higher engagement and greater likelihood to stay.

Companies with more women among their most highly compensated staff (top 10%)

have more employees who feel they are part of an innovative, market-leading organization and also have a voice in what they do.

Companies that promote more women generate more positive employee experiences of job fit, trust in leaders and support for inclusion overall. In addition, these organizations typically provide financial education and leadership development programs for women.

[NY] Women's Opportunity Center lays off staff in response to drastic lapse in funding (Ithaca Voice)

(9/23/2020 3:24 PM, Anna Lamb)

The Women's Opportunity Center, a local non-profit that has provided employment-related resources to women in Ithaca for over 40 years, may be in danger of closing their doors permanently. WOC, which in its four decade existence has expanded to include offices in both Onondaga and Tompkins Counties, announced this week that they have laid off almost all of their employees, not including two managers - one to run each branch - and their executive director overseeing operations, due to a "financial emergency" caused by the COVID-19 pandemic.

The WOC offers free programs and services to, "advance women's success in the workplace," by providing employability skill training. The New York State Department of Labor annually awards the WOC with the NYS Displaced Homemaker Program grant, a grant program benefiting those that previously provided unpaid services to their family, people currently unemployed or underemployed and people with loans to find a job and begin a career. The homemaker program which annually awards the WOC around \$250,000, has historically accounted for 40 percent of the center's income. In light of the coronavirus pandemic, the DOL has defaulted on grant funding since March.

[DC] Why Working Women in D.C. Succeed on the Job and What Other Cities Can Learn (Washington Informer)

(9/23/2020 9:00 PM, Stacy M. Brown)

When the third annual 2020 Best Places for Working Women survey placed the District at the top of all cities' list, it came as little surprise. The survey produced by MagnifyMoney ranked cities based on several factors, including job opportunities, the chance for upward mobility and entrepreneurship, wages, and protections for mothers. "For example, [D.C.] has a solid percentage of businesses that are owned by women at almost 32 percent; it has a high percentage of women who have employer-based health insurance, and it also has a high percentage of women managers," Lauren Perez at MagnifyMoney told WTOP earlier this year. "D.C. just really protects working women and gives them room for upward mobility," she told the news station.

Almost 44 percent of managers in D.C. are women, the highest in the nation. And while child care expenses in D.C. are among the highest in the nation, wages for working women reportedly were also high, making child care expenses less of a burden. MagnifyMoney reported that D.C. has strong policies in place to protect working women, scoring high for both parental leave and pregnancy workplace protection.

[HI] Eight business women honored (Garden Island)

(9/23/2020 12:05 AM, Stephanie Shinno)

The virtual event "A Woman's Place is..." hosted by Maui Business Brainstormers, honored



eight business, career-oriented women from around the islands in celebration of the Fourth American Business Women's Day in the State of Hawai'i on Tuesday. "Highlighting stories of hard-working women around us is always cause for celebration," said Marketing Consultant Nicole "Nico" Fisher, owner of Skywriting. "With every goal, there are decisions made at every turn. It's those pivots that make the success come alive and relatable to others."

Fisher was one of the event coordinators working to bring business women together each year to inspire each other during these unpredictable times. "Especially now with so much unlevelled footing we all are experiencing in every part of our lives, inspiration is the medicine needed to see that there is light at the end of the tunnel," Fisher said. Fisher said she was excited for the ladies being honored in this way, and that it was a pleasure for her to volunteer for a moment like this.

## **Wages & Compensation**

The cost of racial inequality is \$16 trillion, new Citi report says (MarketWatch)  
(9/23/2020 8:23 AM, Steve Goldstein)

The cost to the U.S. economy of not closing racial gaps on wages, education, housing and investment runs to \$16 trillion, according to a new estimate that frames a pivotal social justice issue in economic terms. The figure, coming from a Citi report, said \$16 trillion would have been added to the U.S. economy if these gaps were closed 20 years ago. If the gaps were closed today, \$5 trillion can be added to U.S. gross domestic product over five years, boosting the U.S. economy by about 0.4 percentage points each year.

How does the bank get to those numbers? Closing the Black racial gap in wages would have added \$2.7 trillion; improving access to housing credit could have added 770,000 Black homeowners, adding \$218 billion to GDP; improving access to higher education could have lifted lifetime incomes by up to \$113 billion; and providing fair and equitable lending to Black entrepreneurs could have created an additional \$13 trillion in billion revenue.

Citigroup to spend more than \$1 billion to help close racial wealth gap (MarketWatch)  
(9/23/2020 8:21 AM, Staff)

Citigroup Inc. said Wednesday it is launching more than \$1 billion in strategic initiatives to help close the racial wealth gap in the U.S. and improve economic mobility. The initiatives include \$550 million to support home ownership for people of color and for minority developers of affordable housing, \$350 million in procurement opportunities for Black-owned business suppliers, \$100 million to support minority depository institutions, \$100 million to support community change agents addressing racial equity and \$50 million in additional investing capital for Black entrepreneurs.

A recent Citigroup report estimated that if racial gaps for Black Americans in wages, housing, education and investment were closed 20 years ago, \$16 trillion could have been added to the U.S. economy. Citigroup estimates if the gaps are closed now, \$5 trillion could be added to gross domestic product over the next five years. "We are bringing together all the capabilities of our institution - our people, our lines of business, our balance sheet, and our philanthropy - like never before to combat the impact of racism in our economy," said Citigroup Chief Executive Michael Corbat.

Citi to dedicate more than \$1 billion to initiative for closing the racial wealth gap (CNBC)

(9/23/2020 2:03 PM, Courtney Connley)

Citi and the Citi Foundation announced Wednesday that they are investing more than \$1 billion in strategic initiatives to help close the racial wealth gap in America. The initiative, which is called "Action for Racial Equity," will focus on four key areas that relate to closing this gap including greater access to banking and credit for communities of color, increased investments in Black-owned businesses, expanded access to homeownership for Black Americans and an increased focus on anti-racist practices in the financial services industry.

"Addressing racism and closing the racial wealth gap is the most critical challenge we face in creating a fair and inclusive society and we know that more of the same won't do," said Citi CEO Michael Corbat in a statement, while adding that the company is committed to using its resources and influence to "Combat the impact of racism in our economy." Today, when looking at salary levels, White workers, on average, are paid more than Black and Latinx workers at almost every education level, according to a report by the Economic Policy Institute.

#### Citi Pledges \$1 Billion To Narrow The Racial Wealth Gap, Confront Wealth Inequality (Forbes)

(9/23/2020 8:00 AM, Staff)

On Wednesday, Citigroup, the nation's fourth-largest bank by asset size, pledged more than \$1 billion over the next three years to address the widening racial wealth gap and increase the economic mobility of Black Americans. "The pandemic is a health crisis with severe economic implications and it's led to an unveiling of the systemic racism that has existed in this country for far too long," says Citi's CFO Mark Mason, who's part of a small cadre of prominent Black executives on Wall Street.

Citi's announcement follows that of Bank of America's in June, pledging \$1 billion to advance racial equality and economic opportunity over a four-year span. The coronavirus pandemic and subsequent demonstrations against the killings of Black people have placed a searing spotlight on existing racial disparities in the U.S., bringing them to the fore of the business world's conscious. "It has been a catalyst for many companies to really try and get after this in a substantive way, and for Citi, it's certainly caused us to take a step back," Mason says.

#### Companies shed workers, paid dividends after getting Fed aid, panel finds (Politico)

(9/23/2020 11:33 AM, Victoria Guida)

The Federal Reserve has bought corporate bonds issued by companies that have laid off more than a million workers and doled out dividends to shareholders, the Select Subcommittee on the Coronavirus Crisis found in an analysis released Wednesday.

"Fed Chair Jerome Powell testified in June that 'the intended beneficiaries of all of our programs are workers,'" the committee staff said in the analysis. "However, the Select Subcommittee's analysis indicates that many large layoffs have occurred among the companies whose bonds were purchased by the Fed, suggesting that the primary beneficiaries of the program have been corporate executives and investors, not workers."

The report found that 383 companies whose bonds were bought by the Fed paid dividends to their shareholders, including 95 that also conducted layoffs, and 227 companies had been accused of illegal conduct sometime in the past three years.

Economic inequality costs the average working person \$42,000 annually (The Hill)  
(9/23/2020 2:30 PM, Richard Kirsch)

Economic inequality is one of those hazy concepts that can mean lots of different things to people. Members of Congress here's a number that all of your constituents will understand: \$42,000. That's how much more money the typical full-time, prime-age working person would make if we wiped away the economic inequality of the past four decades.

Or put another way, that \$42,000 is the money stolen from the average working person and delivered to the wealthiest 1 percent by policies enacted by previous Congresses. Policies to give a big chunk of that back are on the ballot this November. A groundbreaking new study from the RAND Corporation calculates how much more money people in our country would earn if economic growth in the United States from 1975-2018 had been shared equally instead of dramatically shifted to those with the highest incomes. The total amount of money shifted from 90 percent of wage earners to the highest 10 percent was \$47 trillion from 1975 through 2018.

The Late '10s Were Better for Incomes Than the '90s (Bloomberg)  
(9/23/2020 6:00 AM, Noah Smith)

New Census data show that the six years from 2014 through 2019 were, economically speaking, some of the best in recent American history. The last three years of President Barack Obama's term and the first three years of President Trump's brought income gains that probably exceeded even the boom of the late 1990s. The economy still has some fundamental problems, even before accounting for the impact of the coronavirus pandemic. But the income growth of 2014-19 suggests the underlying engine of the U.S. economy still has the potential to create prosperity for the middle class.

Between 2014 and 2019, the typical U.S. household saw its inflation-adjusted income increase from \$58,001 to \$68,703 — an 18.5% increase. That's even better than the 14.8% increase logged between 1993 and 1999, the go-go years of the technology boom. And in the '90s, people got some of that additional income by putting in more hours every year, whereas in the recent boom working hours per employee were effectively constant.

Essential workers deserve essential wages (MSN)  
(9/23/2020 6:24 AM, Alma S. Adams)

America's minimum wage and low-wage workers haven't received a raise in over a decade - even as we celebrate them as essential. COVID-19 threatens our hourly workforce from every angle. Low-wage workers have been the hardest hit by COVID-19 job losses. Their purchasing power has decreased, and the inflationary effect of necessary government spending and borrowing to fight the virus may lower it further. Millions of unemployed Americans are watching their utility, rent and credit card bills balloon, and don't have a way of paying when the rent or mortgage finally comes due.

Low-wage workers are often among the most likely to contract the virus, and both our workplaces and the Trump administration are failing them by not meeting and enforcing adequate safety standards. Enough is enough: our essential workers deserve essential wages, and the easiest way to do that is by increasing the minimum wage. I've long been a believer that our workers deserve a raise. When I was a state legislator in North Carolina, I led the bill that gave our state its last minimum wage increase. Last year, I voted for the Raise the Wage Act, which the Senate should bring to the floor for a vote immediately.

### It's time to upgrade benefits (MSN)

(9/23/2020 6:24 AM, Rep. Suzan DelBene)

The economic crisis sparked by COVID-19 resulted in historic layoffs and the highest unemployment rate since the Great Depression. Even now, while businesses are tepidly beginning to rehire, the U.S. has still lost millions of jobs since before the outbreak. To keep the economy afloat and buoy consumer spending, Congress increased the amount of unemployment benefits laid-off workers could receive by \$600 per week while also expanding the types of workers who qualified. This was an important recognition that the nature of work has changed drastically in the past decade, but our traditional benefit systems remain tied to the 20th century.

As much as one-third of our workforce is made up of either gig workers, contract workers, or those who are self-employed. This can range from a Lyft driver to a plumber who runs their own business. When the pandemic hit, these workers were particularly vulnerable because they live outside the standard safety net that was built around a traditional employer-employee relationship. That makes it significantly more difficult to access benefits and protections that are normally provided to full-time workers, like paid leave, workers' compensation, health coverage and retirement planning.

### From Stimulus Checks to Extra Unemployment Cash, Politics and Blunders Delay Lifeline Payments (Newsweek)

(9/23/2020 9:02 AM, Lucy Harley-McKeown)

As Americans wait for Congress to break the political gridlock on a new stimulus bill that they hope includes more checks, issues with local administration systems are also delaying other lifeline payments to those in financial need. From the political freeze in Congress, to disruptions to the Lost Wage Assistance benefits in New York, to an unemployment claim backlog in California, many Americans are still awaiting more cash support to help them through the pandemic.

CBS 6 recently identified problems with New York's distribution of federal Lost Wage Assistance benefits after people said their payment history was deleted. It came on top of issues the Department of Labor (DOL) had already identified and worked through this weekend involving KeyBank, which is the state's chosen bank to deliver unemployment funds to individuals. The DOL has said it is looking into what has happened to the details of those eligible for the additional \$300 a week. Funds, which were meant to be transferred on Friday, didn't arrive until Monday.

### Homeownership Less Affordable For Average Workers Across U.S. In Third Quarter Of 2020 (Business Insider)

(9/24/2020 6:01 AM AM, Staff)

ATTOM Data Solutions, curator of the nation's premier property database and first property data provider of Data-as-a-Service, today released its third-quarter 2020 U.S. Home Affordability Report, showing that median home prices of single-family homes and condos in the third quarter of 2020 are less affordable than historical averages in 63 percent of counties with enough data to analyze, up from 54 percent a year ago.

The report determined affordability for average wage earners by calculating the amount of income needed to make monthly house payments - including mortgage, property taxes and insurance - on a median-priced home, assuming a 20 percent down payment and a 28 percent maximum "Front-end" debt-to-income ratio. That required income was then

compared to annualized average weekly wage data from the Bureau of Labor Statistics. Compared to historical levels, 308 of the 487 counties analyzed in the third quarter are now less affordable, up from 262 of the same group of counties in the third quarter of 2019. The fallback has come as spikes in single-family home prices - occurring despite economic troubles related to the ongoing Coronavirus pandemic - have outpaced the impact of increasing wages and declines in mortgage rates to historic lows.

Coronavirus fallout has erased \$3.5 trillion in workforce income, UN agency says (Business Insider)

(9/23/2020 1:09 PM, Ben Winck)

The coronavirus's labor-market hit has mostly been quantified by the amount of jobs lost and a rising unemployment rate. The International Labour Organization - a United Nations agency - now projects the pandemic erased roughly \$3.5 trillion in worker income year-to-date. The agency laid out its latest reading of the global labor market in a Wednesday report, highlighting lasting pain in the workforce while other economic indicators return to pre-pandemic highs.

Working-hour losses are expected to remain elevated through the third quarter at 12.1%, or 345 million full-time-equivalent jobs, the ILO said. Those losses signal a global drop in labor income of 10.7% over the first three quarters of 2020 compared to the year-ago period. While the agency expected losses to reach 14%, or 400 million FTE jobs, Wednesday's report pegs the total at 17.3%, or 495 million FTE jobs.

New Survey: Businesses to Hold Wages and Benefits Steady (San Francisco Chronicle)

(9/23/2020 3:50 PM, Corey Foster)

A new survey from The Harris Poll, commissioned by Express Employment Professionals, reveals a steep drop in planned pay increases for the remainder of 2020. Little more than half of U.S. hiring decision-makers expect wages to increase in the last quarter of 2020 at their companies, according to a new survey from The Harris Poll commissioned by Express Employment Professionals.

This is a steep decline from PayScale's 2020 Compensation Best Practices Survey in which 82% of respondents gave base pay increases in 2019 and 85% planned to give base pay increases in 2020. Among those hiring decision-makers who expect wages to increase, around half say the increases will be performance-based or standard cost of living, while 36% say the increased wages will be market pay rates. As states continue to relax COVID-19 restrictions, Express experts say the demand for labor, particularly in manufacturing, is indeed driving pay rate increases and retention bonuses.

[CA] Meet the State Senator Shifting California's Workplace Culture (New York Times)

(9/23/2020 1:13 PM, Alisha Haridasani Gupta)

At age 7, Hannah-Beth Jackson - now a state senator in California - wanted to be a baseball player. Because she was a girl, she wasn't allowed to join the Little League, even though she was among the best players. Baseball wasn't to be, but it spurred Ms. Jackson to try to eliminate gender-based barriers over her decades-long career - first as an attorney, and later as an elected official.

In 2015, she wrote the California Fair Pay Act, which has been described by legal experts as the country's most aggressive equal pay protection law, placing the burden on employers to prove that gender is not the reason for pay discrepancies among employees doing

"Substantially similar work." In 2018, Ms. Jackson wrote a bill requiring companies headquartered in California to add more women to their boards, or risk a fine of at least \$100,000. Though that law faced immense pushback, with some claiming it amounts to discrimination, it also set off ripples across the country, prompting other states to consider similar laws, and private companies and established investors, like Goldman Sachs, to push for board diversity.

## Minimum Wage

[ME] Rockland residents will have a chance to vote on \$15 minimum wage (Maine Beacon)  
(9/23/2020 10:00 AM, Dan Neumann)

Rockland voters will have a chance on Nov. 3 to make their town the first municipality in Maine outside of Portland to raise their minimum wage above the state's floor for hourly workers. The Rockland City Council voted 3-2 on Sept. 14 to place a referendum question on the November ballot that would raise the local minimum wage to \$15 an hour by 2024.

The referendum was proposed by first-year City Councilor Nathan Davis. In Rockland, citizens can prompt ballot questions through petition drives or city council members can bring referenda proposals directly to the council for a vote. "I've been thinking about holding some sort of public discussion around wage issues since before the pandemic," Davis said. "I wanted to try to find a way to equalize voices. Typically, in the government, and in society in general, the voices of business owners and capital are often amplified above the voices of low-wage workers, who will be the primary beneficiaries of something like this."

[FL] Poll shows strong support for raising Florida's minimum wage, open primaries (WESH-TV NBC 2 Orlando)

(9/23/2020 9:55 AM, Staff Report)

A new poll shows that a majority of Florida voters support raising the state's minimum wage and changing the way we vote. Amendment 2 would give workers earning minimum wage a raise. Voting yes would set in motion annual increases, from \$8.56 now to \$10 in September 2021, ending at \$15 per hour on Sept. 30, 2026.

A new poll from Monmouth University shows that 67% of voters are for the minimum wage amendment and 26% are against, with 7% undecided or not voting. Central Florida voters lead the state in support of the measure. That may be due to Disney unions securing raises and Universal promising higher-than-minimum wages as it plans construction of a third theme park. There is also continued pressure to raise pay for service jobs at Orlando International Airport.

## Overtime

[NY] White NYC Laborers Rack Up Tens of Thousands in Overtime While Black, Latino and Asian Workers Get Crumbs, Bias Suit Charges (The City)

(9/23/2020 8:45 PM, Greg B. Smith)

Last year, Department of Citywide Administrative Services laborer Michael Maldonado earned a base salary of \$74,184 working out of the city's massive storehouse in Ridgewood, Queens. A few miles away in Williamsburg, Brooklyn, DCAS laborer Al Scotti made the exact same base pay of \$74,184 working out of the home base for the city's tradesmen in a low slung red-brick workshop next to the Williamsburg Bridge.

All similarities end from there. Maldonado scared up 48.5 hours of overtime in 2019, bringing his total haul for the year to \$77,016. Scotti, meanwhile, racked up 1,074 hours of OT, inflating his year-end pay to \$133,256 — over \$56,000 more than what Maldonado took home. There is one other difference between the two men, both of whom hold the same title of city laborer and are assigned the same type of work: Maldonado is Latino. Scotti is white. This disparity in overtime that favors whites over Blacks, Latinos and Asians is at the heart of a lawsuit filed last week in Manhattan Federal Court.

[PA] SEPTA manager fired for alleged overtime fraud (Philadelphia Inquirer)

(9/23/2020 6:36 PM, Patricia Madej)

A SEPTA maintenance manager has been fired by the transportation authority for alleged overtime fraud, an authority spokesperson confirmed Wednesday. Ryan Kappler, 38, of Montgomery County, was arrested by the SEPTA Transit Police Department and faces charges of theft by unlawful taking, theft by deception, and receiving stolen property, according to Municipal Court documents filed Tuesday. He was dismissed by the authority earlier this year, with charges as a result of an investigation by SEPTA's inspector general, said spokesperson Andrew Busch.

Kappler's position, a frontline manager overseeing a crew of maintenance personnel within the authority's buildings and bridges department, was eligible to collect overtime benefits. The average base salary for the position is in the mid-to-high \$70,000 range, Busch said. He had been employed by SEPTA since 2014. "SEPTA takes seriously any allegations of wage theft by employees," the authority said in a statement. "SEPTA's Inspector General opened an investigation into this matter as soon as information of alleged wrongdoing came to light. Soon thereafter, the case was referred to criminal authorities, and SEPTA terminated the individual's employment."

[NC] Lowe's Fends Off OT Suit Over Tax-Reform Bonuses, Volunteer Work (Bloomberg Law)

(9/23/2020 11:58 AM, Kathleen Dailey)

Lowe's Home Centers LLC properly excluded bonuses triggered by 2017 federal tax reforms and paid volunteer days when calculating employees' regular pay rates for overtime purposes, a North Carolina federal judge ruled.

The bonuses were a gift, and the volunteer days qualify as paid time off under the Fair Labor Standards Act, Judge Kenneth D. Bell of the U.S. District Court for the Western District of North Carolina said Tuesday. Bell adopted a magistrate judge's July 29 recommendation and granted Lowe's motion to dismiss the claims.

[CA] Farmers Insurance Overtime Pay Settlement – Over and Over Again (Lawyers & Settlements)

(9/23/2020 10:45 AM, Jane Mundy)

Farmers Insurance has agreed to settle a California wage and hour lawsuit brought by Farmers special investigators alleging failure to pay overtime, including meal breaks and rest periods. The settlement includes anyone who worked in California for Farmers as a special investigator between 2013 and 2018. And this is not the first time Farmers has settled an overtime claim. In late August 2020, California federal Judge Hixson said settling this (over 3-year-old) case is a "quicker, cheaper path to resolution than continuing to litigate and gives the investigators a guaranteed route to payment." About 80 investigators will share in

the recovery — each plaintiff will get about \$47,000. Judge Hixson noted that this "sizeable recovery of 46.6 percent of estimated total recovery is a testament to counsel's skill."

Judge Hickson said the litigation "has been actively contested, and counsel have frequently been successful," and plaintiffs' attorney Nichols Kaster "notched big wins for the class throughout the wage and hour case, including winning certification for the Farmers fraud investigators in February 2018," reported Law360. This isn't the first time Farmers has settled an overtime hour lawsuit. In 2011 the insurance company agreed to pay \$1.52 million in overtime back pay to 3,459 employees following an investigation that found "significant and systemic violations of the federal Fair Labor Standards Act's overtime and record-keeping provision," according to InsuranceJournal.com. As part of the settlement, Farmers agreed to "maintain future compliance with the FLSA by properly recording and compensating all hours worked by its employees."

## **Paid Leave**

### How Coca-Cola, Old Navy And Other U.S. Employers Are Encouraging Employees To Vote In The 2020 Election (Forbes)

(9/22/2020 6:00 AM, Staff)

Some 43% of voting-age Americans didn't vote in the last presidential election, according to a study from the John S. and James L. Knight Foundation. When more than six million Americans have more than one job, it's no wonder that one of the most common reasons why people don't vote is because of work-related conflicts. In recent years, though, more employers have taken steps to ensure their employees' voices are heard.

Just 44% of employers offered employees paid time off to vote in 2018, per a Society for Human Resource Management survey. Among those was Patagonia, which started offering the benefit ahead of the 2016 election. Prior to the 2018 midterms, Patagonia, along with Levi Strauss and PayPal, cofounded Time To Vote, a nonpartisan initiative working to increase voter participation by educating employees about early voting and mail-in-ballot options or offering paid time off on Election Day.

### October 1 Brings Paid Parental Leave, Other Changes (FEDweek)

(9/23/2020 9:00 AM, Staff Report)

Several changes in federal workplace policies will kick in as of the start of the new fiscal year next Thursday, most notably that employees of most agencies will be entitled to a new paid parental leave benefit. That benefit will allow employees to substitute paid leave for part or all of the 12 weeks of unpaid leave available under the Family and Medical Leave Act within 12 months of the birth, adoption or foster placement of a child, effective with such events occurring October 1 or after.

The authority however excludes Postal Service as well as several categories of non-postal federal employees excluded because of what is called an oversight when the authority was enacted quickly late last year. Those include "Title 38" medical personnel, FAA employees, TSA employees other than screeners (who were specifically included in the authority), and several small subcategories. A House-passed defense budget bill (HR-6395) would extend eligibility to all of those groups except for postal employees but that bill has yet to emerge from a conference with the Senate, which has no similar language in its bill. The VA earlier had said that it would extend the benefit to its Title 38 personnel in any case, although with



only a week left, there still has been no public announcement.

All Workers Need Paid Family And Medical Leave, Prudential Says (InsuranceNewsNet)  
(9/23/2020 4:02 PM, Susan Rupe)

The president of Prudential Group Insurance called for a public-private partnership to provide paid family and medical leave to all U.S. workers. During a webinar held Wednesday, Jamie Kalamarides, president of Prudential Group Insurance, described providing paid leave as the biggest opportunity to help workers as the economy takes steps to come back after the COVID-19 shutdown. The Families First Coronavirus Response Act was signed into law in March, establishing an emergency paid leave program for workers who take COVID-19-related work absences.

It applies only to small businesses with fewer than 500 employees and certain public employers. It also offers certain exemptions for employers with less than 50 employees, and lasts only through the end of this year. The pandemic and its resulting challenges for businesses and workers brought home the need for "a comprehensive solution to providing paid leave to all workers-what has come to be known generically as 'paid family and medical leave,'" Kalamarides said. A robust PFML solution, he said, would provide partially or fully compensated time away from work for all Americans who need to attend to a personal illness or care for an ill family member or new child.

[MA] Working Mass. Parents May Qualify for Paid Leave During Child's Remote, Hybrid Learning (WBTS-TV NBC 10 Boston)

(9/22/2020 9:32 PM, Aysha Palumbo)

Under the Families First Coronavirus Response Act, working Massachusetts parents may qualify for up to 12 weeks of paid leave during their child's remote or hybrid learning. Employment attorney Kevin Kinne, of Worcester, says he's getting calls all the time from employees and employers asking about how the leave works. "I think parents are trying to do the right thing both by their children and by their employer, and so balancing those needs is important," said Kinne, who's a partner at Cohen, Kinne, Valicenti & Cook.

Kinne explained that the Families First Coronavirus Response Act provides for two weeks of emergency paid sick leave for all working parents of children, age 14 and under, whose school is partially or fully remote. There's an additional ten weeks of FMLA for parents who have been employed at least 30 days, full-time or part-time, for the hours they traditionally work, Kinne said. Employees of businesses with fewer than 500 workers are eligible for two-thirds pay, capped at \$200 per day. Remote days during a child's hybrid learning do qualify, Kinne said.

[CA] California Expands Family and Medical Leave Entitlements (JD Supra)

(9/23/2020 5:00 AM, Jacqueline Aguilera & Kathryn McGuigan)

California Governor Gavin Newsom signed SB 1383 on September 17, greatly expanding employee job protected leave under the California Family Rights Act and New Parent Leave Act. The new law requires California employers with as few as five employees to provide family and medical leave to their employees effective January 1, 2021. SB 1383 also expands the scope of "Family members" for whom employees can take leave and the protected reasons for taking leave.

Currently, the California Family Rights Act, modeled after the federal Family Medical Leave Act, requires an employer with 50 or more employees to grant a request by an employee

with at least 1,250 hours of service with the employer during the previous 12-month period to take up to 12 workweeks of unpaid protected leave during any 12-month period to bond with a new child of the employee or to care for themselves, a child, a parent, or a spouse.

## **Worker's Compensation**

### Post-shutdown, workers' compensation insureds struggle with new risks (Insurance Business)

(9/23/2020 9:00 AM, Alicja Grzadkowska)

Players in the workers' compensation market have been busy the past six months as the coronavirus pandemic has wreaked havoc on businesses, physical workplaces, and employees. The National Council on Compensation Insurance (NCCI), for example, has made several COVID-related changes during this period, including collecting payroll for furloughed workers so that it wouldn't be used in the premium calculation for those workers that were at home, while also excluding COVID claims from the experience rating calculation. In the meantime, employers have evolved from facing a ton of uncertainty around how they would continue to operate in the midst of the pandemic, to now understanding the importance of implementing social distancing measures and other safety protocols in the workplace. "That is what I've seen has been the biggest impact, is how people are organizing their workforces in the field," said Kevin Clary, vice president of risk management at Amerisure.

Some industries have clearly been more impacted from a workers' comp perspective than others. Construction, which is one of Amerisure's areas of specialty, was one that, for the most part, continued to keep operations going during state-mandated lockdowns. "Construction never really stopped, especially in the southern states," noted Clary. "We're in Michigan and we were probably one of the more stringent locked down states – and even here, construction stayed essential." Nonetheless, construction businesses were still impacted by the pandemic because some workers were not able to perform their job duties during the shutdowns, or managers had to reduce their workforces to meet social distancing requirements. These shifts have introduced new exposures into the fold since some employees are doing different tasks compared to before the global crisis hit.

### COVID-19 workers' compensation considerations for long-term care facilities (McKnight's Long-Term Care News)

(9/22/2020 9:00 PM, Emily Windle)

Long-term care facilities face a unique challenge right now. Elderly residents are high risk, yet employees interact with and care for them at all times. In a highly populated community, the risk of an outbreak among employees and residents is great. The No. 1 priority is to keep residents safe while simultaneously keeping employees safe. As states start to loosen restrictions and businesses begin to reopen, there is a greater risk that employees will be exposed to COVID-19 outside of the workplace and unknowingly spread the virus to colleagues and the residents they care for.

Putting the right controls and procedures in place to facilitate a safe work environment can significantly reduce the spread of the virus within a long-term care facility and protect the organization when it comes to COVID-19-related workers' compensation claims. To help reduce the risk of an outbreak and protect long-term care residents, conduct routine employee wellness checks. Testing may include taking employees' temperatures as they come to work each day. Daily checks will require additional work from staff who are already

stretched thin, but they can quickly identify those who are exhibiting symptoms, mitigating the potential spread of the virus and reducing the likelihood of a workers' compensation claim. Some states have mandated periodic testing of onsite employees for long-term care and retirement communities, so be sure to check your local regulations.

[NC] Fired worker may proceed with retaliation suit (Business Insurance)

(9/23/2020 5:00 AM, Angela Childers)

A worker who was terminated after filing a workers compensation claim in part due to stress may proceed with his claim that his filing was retaliatory. In *Sood v. Tempur Sealy International Inc.*, the U.S. District Court for the Middle District of North Carolina on Monday held that the worker could proceed with his claims retaliation for filing a workers comp claim and hostile work environment claims based on a disability, but dismissed his emotional distress charge.

Ajit "Bobby" Sood worked as a senior product engineer for Lexington, Kentucky-based Tempur Sealy. In 2018, he was asked to take on the role of another colleague in addition to his own, and said the increased workload caused him significant physical and emotional stress, fatigue and exhaustion. In March, he suffered an occupational injury while tearing down mattresses at an event and filed a workers comp claim. His physician and psychiatrist determined that he was fully disabled between March 28 and June 10, at which point he returned to work. On June 13, he was threatened with termination for poor performance and fired on June 28. The court held that Mr. Sood could proceed with his claim of retaliation for filing a workers comp claim.

[CA] Workers' Compensation Liability Is Catching In California (JD Supra)

(9/23/2020 6:58 PM, Robert Buch & Matthew Graffigna)

Senate Bill 1159 was signed into law by Governor Newsom on September 17, 2020, and went into effect immediately. Under the new law, if employees test positive for COVID-19 under specific circumstances, there is a rebuttable presumption that their exposure occurred at the workplace. Unless rebutted, this presumption creates a compensable injury for purposes of qualifying for workers' compensation benefits.

SB 1159 also creates reporting requirements for employers through January 1, 2023. As we previously reported, Executive Order N-62-20 created a rebuttable presumption surrounding certain COVID-19 workplace exposures. Under this section, there is now a statutory rebuttable presumption of industrial exposure for workers who tested positive or were diagnosed with COVID-19 within 14 days after performing services at their place of employment at their employer's direction between March 19, 2020, and July 5, 2020.

## **Employee Misclassification**

DOL's Proposed Rule Examines Classification of Independent Contractors (HR Daily Advisor)

(9/23/2020 7:40 AM, Susan Prince)

On September 22, 2020, the federal Department of Labor (DOL) released a Notice of Proposed Rulemaking (NPRM) regarding rules for employers to follow when classifying a worker as an independent contractor or an employee under the Fair Labor Standards Act (FLSA). This analysis is especially important to employers as the gig economy grows throughout the United States and companies such as Uber, Lyft, and DoorDash rely heavily on gig workers.

Whether a worker is an employee, or an independent contractor, is critical when it comes to important issues such as pension eligibility, workers' compensation coverage, wage and hour law, and many other matters. Employers do not pay employment taxes for independent contractors and do not withhold federal, state, and local taxes from payments made to independent contractors.

#### Defining "Contractor" Status Would Provide Some Relief for Struggling Workers and Small Businesses (Heritage Foundation)

(9/23/2020 5:40 PM, Rachel Greszler)

A new rule proposed by the Department of Labor could bring partial relief to businesses struggling to stay afloat amid the COVID-19 pandemic's economic fallout. According to a Bureau of Labor statistics survey, nine of every 10 independent contractors prefer contract work to a traditional work arrangement. Where ambiguity exists, the choice should be left to workers and employers to decide their preferred status.

As Labor Department Secretary Eugene Scalia noted, "Employers and workers looking for guidance have had to parse the sometimes-divergent decisions of the federal courts of appeals, and opinion letters the Labor Department issues occasionally without public notice or input." Ambiguity about how to classify workers can result in high administrative costs and cause fear and uncertainty for employers who risk costly lawsuits that could destroy their entire business if they make the wrong determination. Workers also stand to benefit from a clear definition of an independent contractor.

#### Gagging on the Gig Economy: Labor Dept. Fast-Tracks Rule Widening Independent-Contractor Status (Labor Press)

(9/23/2020 10:51 PM, Sreve Wishnia)

The Labor Department has proposed a rule intended to make it easier for employers to classify workers as independent contractors-and is fast-tracking it so it could be finalized before the next President takes office. The proposed rule, announced Sept. 22, would widen when workers can be considered an independent contractor instead of an employee. Independent contractors don't have to be paid minimum wage or overtime and are not eligible for unemployment benefits or workers' compensation.

"The rule generally reads like it was written by an attorney for Uber or one of the app-based companies," Catherine Ruckelshaus, legal director for the National Employment Law Project, told LaborPress. The rule would rely on two "core factors" to determine whether a worker is "Economically dependent on someone else's business or is in business for himself or herself": How much control they have over their work, and whether they have an "opportunity for profit or loss based on initiative and/or investment," the Labor Department said. If those two factors aren't conclusive, it would consider three "guideposts": the amount of skill required for the work; how permanent the relationship between the worker and the employer is; and whether the work is part of an "Integrated unit of production."

#### Department of Labor tackles worker classification definition (Land Line)

(9/23/2020 4:00 PM, Mark Schremmer)

The U.S. Department of Labor has proposed a rule to clarify whether a worker is an employee or an independent contractor under the Fair Labor Standards Act. Announced on Tuesday, Sept. 22, the proposal – which could make it easier for a worker to qualify as an independent contractor – is expected to be published in the Federal Register soon. Worker

classification has been a hot topic recently, affecting everything from the trucking industry to Uber drivers and freelance writers.

"The department's proposal aims to bring clarity and consistency to the determination of who's an independent contractor under the Fair Labor Standards Act," Labor Secretary Eugene Scalia said in a news release. "Once finalized, it will make it easier to identify employees covered by the Act, while respecting the decision other workers make to pursue the freedom and entrepreneurialism associated with being an independent contractor."

[CA] Endorsement: No on Prop. 22. It's the wrong solution for Uber drivers and the gig economy (Los Angeles Times)

(9/23/2020 6:00 AM, Staff)

Proposition 22, which would classify drivers for app-based services such as Uber and Lyft as independent contractors but guarantee them certain benefits, is an ink-blot test. If you think these companies are predators that exploit workers and compete unfairly, you'll see the measure as yet another effort by the tech industry to circumvent the rules by which responsible corporate citizens play. If you think the apps provide workers an easy means to make extra money and consumers an affordable alternative to taxis, you'll see Proposition 22 as a way to hold onto a service you value.

In reality, the measure is a fix designed by Uber and its counterparts for a problem the California Supreme Court created when it issued its Dynamex decision in 2018, making it harder for employers to classify workers as independent contractors. The Legislature, which is dominated by labor-friendly Democrats who see the gig economy as exploitative, embraced the Dynamex decision as a way to force changes in Uber and Lyft's business model and promote unionized work. The ruling affects a broad array of industries, and the Legislature has failed to come up with a response that meets the needs of the state's 21st century workforce. Proposition 22 doesn't provide a good answer either, offering a solution that's too narrow and rigid.

[CA] Californians not sold on treating Uber, Lyft drivers as independent contractors, new poll shows (Los Angeles Times)

(9/23/2020 6:00 AM, Taryn Luna)

Despite amassing the largest campaign war chest in California history, Uber, Lyft and other app-based companies are in danger of coming up short with voters on a ballot measure that would allow them to again classify their workers as independent contractors, a new statewide poll shows. The UC Berkeley Institute of Governmental Studies poll shows that 39% of the 5,900 likely voters surveyed from Sept. 9-15 would side with the companies and vote yes on Proposition 22, compared with 36% who said they would vote no and 25% still undecided. The poll's margin of error is plus or minus two points.

With just over 40 days left before the November election, pollster Mark DiCamillo says Uber, Lyft, Instacart, Postmates and DoorDash - which have collectively put an unprecedented \$180 million into their campaign - have a long way to go to earn more than 50% of the vote, a necessary threshold for a ballot measure to pass. "So, it's a tall order for the yes side, but with the resources they have and the fact that voters really haven't come to judgment...it's still open," DiCamillo said. "I think it's anybody's guess right now."

## Wage Violations

### [NJ] Wage Theft, Workplace Injuries, and No Sick Time: Report Uncovers Exploitation of New Jersey's Domestic Workers (InsiderNJ)

(9/23/2020 3:49 PM, Staff Report)

Many of the women who clean homes and care for New Jersey's children and seniors are laboring through rampant exploitation, according to a report released today by the Rutgers Center for Women and Work in partnership with the National Domestic Workers Alliance (NDWA) and its affiliates. The findings point to the need for a statewide Domestic Worker Bill of Rights to establish basic labor standards and protect those who are afraid to speak up about mistreatment. "Housecleaners, nannies, and home health aides are essential workers to the individuals and families who rely upon them for care and support," said Debra Lancaster, executive director of the Rutgers Center for Women and Work. "These women are essential to our economy, yet they work within one of the most unregulated industries in the country. When they run into problems at work, which is not unusual, they have little in the way of a safety net."

New Jersey's more than 60,000 domestic workers are overwhelmingly women (97%) and more than half are non-white (60%) and immigrants (52%). Domestic workers are among the lowest-paid workers in the state, and they are exempt from basic legal protections under federal labor laws and OSHA. They are typically employed by agencies or work directly for individuals and families. About a third of New Jerseyans have hired a domestic worker at one point. To learn about their working conditions, four community-based organizations affiliated with NDWA — Adhikaar, Casa Freehold, New Labor, and Wind of the Spirit — trained 30 women to conduct detailed, in-person surveys with more than 400 domestic workers across New Jersey in 2019.

### [PA] More inmates accused of fraudulently seeking jobless checks (Pittsburgh Tribune-Review)

(9/23/2020 4:11 PM, Mark Scolforo - Associated Press)

Eighteen inmates in Pennsylvania state prisons and two girlfriends of inmates on the outside have been charged in what authorities describe as a scheme to fraudulently obtain jobless benefits for ineligible prisoners, prosecutors said Wednesday. The 20 sets of charges were announced by state Attorney General Josh Shapiro a month after prosecutors disclosed the investigation into illegal applications for unemployment compensation benefits that were temporarily enhanced because of the COVID-19 pandemic.

"Look, I know it is shocking and it's wrong. Many who waited and filed and struggled -- they sat back looking for their checks while these fraudsters, these criminals, cashed in," Shapiro said at a news conference. The investigation is not over, he said.

### [IA] DoL: Iowa manufacturer must pay employees \$279K in back pay (Plant Services)

(9/23/2020 3:14 PM, Staff)

After an investigation by the U.S. Department of Labor's Wage and Hour Division, Precision of New Hampton Inc. - based in New Hampton, Iowa - will pay 150 employees a total of \$279,505 in back wages for violating the Fair Labor Standards Act. The WHD investigation found the manufacturer of torque converters violated the FLSA by deducting breaks shorter than 30 minutes from employees' pay as lunch breaks.

The FLSA requires employers to pay for short rest breaks, usually 20 minutes or less, as

work time. Meal periods, typically 30 minutes or longer, may be unpaid as long as workers are completely relieved of job duties during that time.

[TX] Medical assistant sues Houston-area Clinica Hispana locations over unpaid wages (San Antonio Express-News)

(9/23/2020 2:55 PM, Rebecca Hennes)

A Texas medical assistant is suing nearly a dozen Houston and Texas-area Clinica Hispana locations over unpaid wages in a recently filed collective-action lawsuit in the Southern District of Texas. The suit filed in late August by a former employee who worked at two of the locations - one in Cypress and another in Amarillo - accuses the parent company of the clinics, listed in the suit as AMD Freedom Enterprises, of failing to pay overtime compensation to medical assistants in direct violation of the Fair Labor Standards Act.

The suit also alleges that none of the clinics have accurate timekeeping records for employees. "This isn't an isolated incident, this is a culture and a practice that this company has," said Genevieve Estrada, an employment law attorney with Alonso and De Leef and attorney for the plaintiff. "We are in the middle of a global pandemic ... everyone is dependent on their job right now and every dollar counts."

## **Worker Safety**

[MA] OSHA cites Massachusetts dental practice for respiratory protection violations (American Dental Association)

(9/23/2020 5:14 PM, Staff)

The U.S. Department of Labor's Occupational Safety and Health Administration has cited Georgetown Dental LLC in Georgetown, Massachusetts, for violating respiratory protection and other standards, according to an OSHA news release. OSHA cited the dental practice for six serious violations and one other-than-serious violation, with proposed penalties of \$9,500, the release stated. The company has paid the penalty in full and abated the citations.

OSHA cited the dental practice for failing to provide medical evaluations and fit testing for employees required to wear N95 respirators as protection against the coronavirus; lack of written programs related to respiratory protection, bloodborne pathogen exposure control and chemical hazard communication; insufficient bloodborne pathogen training and controls; and inadequate eyewash stations, according to the release. "The Massachusetts Dental Society continues to stress to our members the importance of following all required health and safety protocol, especially the Massachusetts Mandatory Safety Standards for Workplaces established to protect staff and patients from COVID-19," said Dr. MaryJane Hanlon, president of the Massachusetts Dental Society.

[CT] OSHA alleges COVID-19 violations at Natchaug Hospital (New London Day)

(9/23/2020 7:27 PM, Brian Hallenbeck)

Natchaug Hospital, a psychiatric facility in Mansfield, has been issued citations by the U.S. Occupational Safety and Health Administration for allegedly violating rules regarding respiratory protections for employees and failing to properly record eight cases of COVID-19 among staff. The citations, based on inspections conducted between May 21 and Sept. 8, call for \$13,494 in penalties and require the hospital to correct the alleged violations by Oct. 26. The hospital has until Oct. 5 to file notice that it intends to contest the citations, according to a U.S. Department of Labor spokesman.

Natchaug is part of the Hartford HealthCare network, which also includes Backus Hospital in Norwich and Windham Hospital. Of the three citations issued, two pertain to personal protective equipment, or PPE, for employees and are deemed "serious." One of them, carrying a penalty of \$11,566, has to do with Natchaug's alleged failure on March 18, April 25 "And on an on-going basis" to develop and implement "a written, work-site specific respiratory protection program" to address the use of N95 face masks, which were required to be worn by staff who could be exposed to the coronavirus.

[VA] State delegate joins business owners in lawsuit challenging Virginia's virus workplace safety regulations (Virginia Mercury)

(9/22/2020 6:00 PM, Kate Masters)

A state delegate joined the Virginia Manufacturers Association and other business owners to challenge emergency COVID-19 safety regulations adopted by the state's Safety and Health Codes Board in July. In a Sept. 15 filing with the Richmond Circuit Court, Del. Dave LaRock, R-Loudoun, argued that he has been "uniquely harmed" by executive actions taken by the board, Gov. Ralph Northam, and state Health Commissioner Dr. Norman Oliver.

Other parties in the lawsuit include Leon Benjamin Sr., a pastor at New Life Harvest Church in Richmond, and Jon Tigges, a Loudoun County vineyard and venue owner who previously — and unsuccessfully — challenged Northam's executive orders during the pandemic. "In many ways, the measures go too far," said LaRock, who has previously supported legal challenges to overturn the governor's executive orders but has never before become a party to one. "Certainly, some measures would be in order, but I think the governor could have done a lot better to create the least restrictive regulations."

[VA] Norfolk Shipyard Sheet Metal Shop Works to Combat COVID-19 (Department of Defense)

(9/23/2020 9:01 AM, Allison Conti)

In early 2020, Norfolk Naval Shipyard, along with the rest of the country, found itself facing an unprecedented and unpredictable opponent: COVID-19. The shipyard began its efforts to combat the virus in March, quickly looking for new and innovative ideas to help aid in the fight and keep its workforce safe. One of those ideas was to install personnel guards in spaces where physical distancing wasn't always possible.

Since April, NNSY's Nuclear Sheet metal Shop, or Shop 17, has installed more than 6,000 square feet of protective personnel guards at NNSY, its satellite locations at Naval Station Norfolk and Nuclear Power Training Unit-Charleston, South Carolina. The idea first came about when the shop received a call from the radiation training team asking if there were any safety protections that would allow classroom training to resume. According to NNSY's Structural Group (Code 920) Nuclear Director Brandon Williams, the team began brainstorming ideas that would use materials the shop already had on hand.

[CA] California house cleaners, nannies, caregivers could get new workplace protections (San Francisco Chronicle)

(9/23/2020 10:10 AM, Carolyn Said)

Anabel Garcia of Santa Rosa has cleaned houses for 19 years. She's been instructed to use harsh chemicals that impacted her vision and breathing. She's been hired through insurance companies after California wildfires to clean houses covered in ash, while smoke hung heavy in the air. With no protective gear, she had trouble breathing and developed



allergies. She's cleaned homes where she was not allowed to use the bathroom. Now she's cleaning homes during a pandemic, uncertain if any of her clients might be carrying the coronavirus.

California occupational law does not protect her and other domestic workers. House cleaners, nannies, caregivers and others who work inside private homes are not covered by state requirements to provide safe working environments. They could get new workplace protections from the state with SB1257, the Health and Safety for All Workers Act, which the Legislature passed last month. It's awaiting a signature by Gov. Gavin Newsom, who has not yet announced his stance, according to his office. The act would place domestic workers under the purview of Cal/OSHA, the state's Division of Occupational Safety and Health, starting Jan. 1, 2022.

[CA] California, Here's How to Protect Essential Workers (California Health Report)  
(9/23/2020 4:32 PM, Paula Wilson)

COVID-19 is exposing a hard truth about our communities: If the low-wage workers cannot obtain decent health care, everyone else is at risk. That's because many of the lowest-income Californians hold essential jobs in retail and other services where they regularly interact with the public. The UC Berkeley Labor Center estimates that up to half or more of California's workers are considered essential, and most are paid low wages. If they become ill with COVID-19, they often can't afford time off to isolate themselves. They risk infecting those in their households and other community members as a result.

California's health care safety net wasn't particularly robust prior to COVID-19. A recent Families USA report concludes 5.4 million Americans lost their job-based health insurance coverage between February and May. Extrapolating that data suggests at least 650,000 Californians have lost their job-based insurance. The Berkeley Labor Center notes that nearly a third of the state's workforce has filed for unemployment benefits over the past five months. Providing health care to such vulnerable groups is the reason community health centers exist. They provide comprehensive primary care, including behavioral health, dental and optometric services, regardless of one's ability to pay. Since the COVID-19 outbreak began, the nation's nearly 1,000 community health centers have performed more than 3 million tests for the virus.

## **Veteran**

Farmer Veteran Coalition announces 4 new state chapters (AgDaily)  
(9/23/2020 1:34 PM, Staff Report)

Farmer Veteran Coalition has added chapters in Arkansas, North Carolina, South Carolina, and Tennessee. These four new state organizations join a growing network of state chapters now numbering 13 that boast ties to a national organization dedicated to cultivating a new generation of farmers and food leaders while helping our veterans with their new post-service mission.

The Farmer Veteran Coalition (FVC) is a non-profit that helps veterans pursue careers in agriculture. Headquartered in Davis, California, they service a network of over 20,000 veteran members nationwide. FVC works with the agricultural community, partners, and sponsors to support those who served our country once by defending it, and now serve a second time as farmers feeding it.

Twitter poll calls Army work-life balance into question (Air Force Times)

(9/23/2020 8:41 AM, Sarah Sicard)

A Twitter poll shared by @mil\_Leader on Sept. 22 asked soldiers on the platform whether the Army promotes a healthy balance of work and life. Does the Army promote a healthy work-life climate? (aka, work-life balance) Though the survey will run through the end of the week, as it currently stands, the answer overwhelmingly is “no.”

At the time of this writing, 538 votes were cast, and more than 66 percent of respondents don't feel that the Army has balance, while 26 percent believe the service is trying but failing to promote a healthy climate. Only around 8 percent responded positively. Some cite toxic command climate, while others blame work culture. “Leading by example,” @HuntDarkMatter wrote. “The command teams making it a priority and leading by example while also teaching subordinates how they can still be successful and have the right work balance, mentoring how to complete tasking's by priority. Not everything is a priority.”

Let's help military veterans get jobs by recognizing the value of their training in the service (Lumina Foundation)

(9/23/2020 12:00 PM, Lauren Runco)

A promising initiative aims to solve a thorny problem for U.S. military service members and veterans: finding and keeping good jobs when moving to civilian life. That struggle is even greater today in the wake of COVID-19 and our weakened job market. But help is on the way. The Military Credentialing Advancement Initiative's (MCAI) programs are creating clear pathways to help veterans and current service members obtain civilian credentials that are linked with good jobs. The goal is to ensure that credential providers recognize, value, and reward equivalent military training and expertise.

This goal is bigger than you might think. About 200,000 veterans enter the civilian workforce each year — and, though the Department of Defense and military services have taken steps to remedy this — only 1 in 4 have the credentials needed to access good jobs with family-sustaining wages. Others are forced to retrain, re-qualify, or start over. This is especially true for service members of color, who make up 43% of the active-duty force. One reason is this: More than 50% of Black, Hispanic, and Native American service members are in four occupational areas — food service, supply administration, combined personnel, and administration or warehousing and equipment handling — that lack clear paths to civilian credentials and jobs.

These are some of the best federal jobs for veterans (We Are The Mighty)

(9/24/2020 12:10 AM, Miguel Ortiz)

The federal government invests a lot of time and money into training service members of the armed forces. As a result, it's to the advantage of the government to retain service members for as long as possible. Retention programs and bonuses incentivize service members to stay in, but if you no longer wish to volunteer for an all-volunteer service, you can leave (provided your contract is up, of course).

After all, skills and certifications acquired in the military are highly sought after in the civilian workforce. Whether you're a missileer who goes to work for Raytheon, an intel analyst with a secret clearance who gets scooped up by Booz Allen Hamilton or a diesel mechanic who takes a job with Union Pacific, your experience and training in the military makes you a valuable asset to any organization. For those that want to continue serving their country outside of the military, many federal agencies are more than willing to hire vets to fill their

ranks.

## Union

### Why conservatives should embrace labor unions to reduce economic inequality (USA Today)

(9/24/2020 3:15 AM, Wells King)

It is no coincidence that America has grown more unequal as its labor movement has lost power. Economists since Adam Smith have recognized that, without organizing, workers cannot negotiate on equal terms with an employer - much less a large corporation. In theory, workers individually negotiate their wages and benefits. In practice, they are presented a take-it-or-leave-it offer.

Organized labor affords workers representation in the workplace and a more equal footing in negotiation, securing higher wages and greater access to basic benefits like retirement, health and life insurance as well as paid leave. In the American labor movement's postwar heyday, one in three private-sector workers belonged to a union. Collective bargaining was a key driver of equality, winning better wages and terms of employment - particularly for less-skilled workers. Today barely one in 20 private-sector workers has a union card. As they lost their power to bargain collectively, workers' wages stagnated, even as corporate profits skyrocketed.

[Editorial note: consult source link for video]

### Rethinking Public-Service Unions (R Street)

(9/23/2020 12:24 PM, Staff)

America's labor movement has become increasingly concentrated in the public sector. As a result, modern debates about formal labor relations often take for granted that many of the workers involved are government workers. For people holding public office in much of the country, building relationships with these public-sector unions has become a priority.

The public sector's importance to the labor movement is beyond dispute. As of 2019, 49% of America's 14.7 million union members worked for government units. And while about 34% of public-sector workers today belong to unions, less than 7% of those in the private sector do. The handful of unions that have gained strength in recent years are primarily either groups devoted almost entirely to unionizing public-sector workers, like the American Federation of State, County and Municipal Employees (AFSCME), or entities that organize in both public and private sectors, like the Service Employees International Union (SEIU).

### Salary Cuts, Pension Debt and Charges of Racism — Teachers Unions Clash with Their Own Employees (The 74)

(9/23/2020 5:00 AM, Mike Antonucci)

What happens when the unions are management? Sometimes you get bare-knuckled, no-holds-barred brawls between bosses and employees like those currently being fought in National Education Association affiliates in Massachusetts and California. Though they mainly represent public-sector employees, teachers unions are private enterprises with private-sector employees. In most states, these employees are themselves organized into staff unions.

It's to the benefit of the executives of Massachusetts Teachers Association, the California

Teachers Association and their respective staffs to bury the hatchet and work out their differences. The last thing they need is casual or wavering members fully aware of how their dues are being managed.

[NY] Managers and non-unionized city workers begin furloughs next month (MSN)

(9/23/2020 12:28 PM, Alejandra O'Connell-Domenech)

More city employees will be furloughed come October, Mayor Bill de Blasio announced on Wednesday. Roughly 9,000 city agency managers and non-unionized employees will furlough for a five-day period between next month and March of 2021. The furloughs are expected to save \$21 million from city spending.

Last week, Mayor de Blasio announced that 495 City Hall employees, including himself, would furlough for one workweek beginning in October to increase budget savings as the city grapples with a \$9 billion budget deficit over the next two years caused by the economic downturn spurred by the coronavirus pandemic. Furlough rotations for City Hall employees will continue until March of next year, the mayor said.

"We have to keep taking action to address the situation, none of them are pleasant, none of them are things that we want to do in normal times," de Blasio told reporters. "It's very sad when people who work hard have to then sacrifice further but that is what is called of all of us."

[NC] Labor Union Plants a Big Flag in Western North Carolina (National Law Review)

(9/23/2020 4:47 PM, Grant B. Osborne)

Registered nurses at HCA Healthcare's Mission Health system in Asheville have recently voted to be represented by the National Nurses Organizing Committee, a labor union that is affiliated with National Nurses United ("NNU"). According to various media reports, 965 nurses voted in favor of union representation, while 411 opposed it. The union has apparently called the election the most significant union victory at a hospital in the southern United States since 1975. Such gloating is understandable. According to Becker's Hospital Review, Mission Health, which was acquired by Nashville-based HCA Healthcare ("HCA") in 2019, is a seven-hospital health system with more than 12,000 employees. It's among the 50 largest private employers in North Carolina and one of the largest employers in the state west of Charlotte. Its service area covers 18 counties in western North Carolina. The National Labor Relations Board ("NLRB") will almost certainly certify the results of the election, after which HCA and the NNU will engage in "collective bargaining" to seek a contract covering a "bargaining unit" of about 1,600 registered nurses at Mission Health's campuses in Asheville.

Why is this a big deal? Because representation by a labor union in the private workforce in North Carolina, and in the south generally, is relatively rare. According to the U.S. Bureau of Labor Statistics (an agency of the U.S. Department of Labor) ("BLS"), labor unions' representation of employees throughout the U.S. has been declining for a long time: in 1983 it was about 20%. By last year it was only about half that, at 10.3%. In North and South Carolina union membership rates have been even less impressive, at 2.3% and 2.2% respectively as recently as this year. And more than half of all union members in the U.S. live in just seven states: California, New York, Illinois, Pennsylvania, New Jersey, Ohio, and Washington. One could therefore be forgiven for thinking that unions have abandoned hope of getting traction in North Carolina and decided to focus all of their efforts in more

promising territory.

[TN] Pandemic Spurs Nashville Restaurant Workers to Organize (Labor Notes)

(9/23/2020 9:00 AM, Will Blum)

Restaurant workers in Nashville are experimenting with new forms of organizing in response to years of management abuse and the new threat of COVID-19. In early March, just as the pandemic was looming on the horizon, but before any government-mandated shutdowns, a chef in the city's rapidly growing restaurant industry started a Facebook page called "Nashville Hospitality Union." Soon more than 1,000 restaurant workers had joined the page.

Most of the workers involved said that they had experienced serious issues in the industry before, from sexual harassment to inhumane last-minute scheduling, but they saw COVID-19 as a new and urgent threat. Some were worried that restaurants would cut corners on sanitizing, distancing, and case reporting; others that closures or a decrease in business would put them out of a job. But as one worker at Von Elrod's in downtown Nashville told me, whatever the specific concern, "it didn't take a rocket scientist to see who was going to get the short end of the COVID stick."

[NV] Workers at a 2nd Station Casinos resort want out of Culinary union (Las Vegas Review-Journal)

(9/23/2020 9:08 AM, Bailey Schulz)

Employees at a second Station Casinos property said they no longer want representation from the local Culinary union.

Station Casinos said it has stopped recognizing Culinary Local 226 and Bartenders Local 165 as authorized bargaining representatives of Palace Station employees after a majority of the property's workers signed a petition opposing union representation. A majority of workers at Boulder Station signed a similar petition in August.

[NV] Giant inflatable rat display prompts talks between Harrah's Reno building owner and union (Reno Gazette-Journal)

(9/23/2020 10:00 AM, Jason Hidalgo)

The developer of the former Harrah's Reno building is in talks with a local labor union after a large inflatable rat that shamed the company's CEO was put on display near the downtown property. The union, LIUNA Local 169, erected multiple signs last week in response to Las Vegas-based developer CAI Investments' decision to hire and train 60 non-union workers. One sign, which was stuck on the chest of an inflatable rat that towered more than 10 feet high, said "Shame on Chris Beavor CAI." The signs have since been taken down with both sides chalking up the incident to a misunderstanding.

CAI is in the middle of an ambitious remodeling of the building, which will be transformed into a multi-use development known as Reno City Center. The developer expects to close its purchase of the property from Caesars Entertainment by the end of the month. The former Harrah's building is not the only high-profile downtown project that CAI is involved in. The company is also developing a 20-story Kimpton boutique hotel on Court Street right next to the Truckee River.

## Disability

### [TX] Airswift Sued by EEOC for Disability Discrimination (JD Supra)

(9/23/2020 1:00 PM, EEOC)

Swift Technical Services, LLC, doing business as Airswift, a Houston-based staffing firm focused on the oil and gas industry, violated federal law when it refused to accommodate an employee with a disability who worked in a liquid natural gas facility in Gregory, Texas, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit it filed today.

According to the EEOC's lawsuit, at the start of his employment, the building superintendent told his employer that he had thyroid and prostate cancer in remission and that the prescription medication he was taking could cause false positives for illegal substances on a drug test. He explained that he takes prescription medication to treat gastroesophageal reflux disease, which was a side effect of his cancer treatment. The EEOC's lawsuit asserts that when the building superintendent later failed a urinalysis drug test, he requested the reasonable accommodation of a retest using either a blood or hair sample. Rather than allow this accommodation in testing, however, Airswift fired him.

## Law & Compliance

### Oracle's Win Over DOL Will Shake Up Pay Equity Enforcement (Bloomberg Law)

(9/23/2020 1:02 PM, Paige Smith)

Oracle's victory in a Labor Department pay discrimination lawsuit dealt a blow to how the agency scrutinizes federal contractors' compensation practices and will likely alter how the agency litigates cases alleging unfair pay based on race and sex, lawyers said. A DOL administrative law judge ruled Tuesday that Oracle didn't discriminate against women and minorities in pay, closing a chapter in the multi-year saga for both the tech giant and the Labor Department's Office of Federal Contract Compliance Programs. "It's not that OFCCP lost, they were annihilated," said David Cohen, co-chair of the Institute for Workplace Equality, a business group specializing in federal contractor compliance. "OFCCP has to do a complete reset on its approach to evaluating compensation."

How the agency will revamp its approach remains to be seen, and the looming presidential election also adds an element of uncertainty to potential next steps. But this litigation loss for the agency could give the Trump administration an outlet to back off of oversight and enforcement, said Maya Raghu, the director of workplace equality and senior counsel at the National Women's Law Center. "To the extent that the agency was going to pursue enforcement actions against companies, I think this gives them ammunition, an argument, to not pursue it," she said.

### As Ellen DeGeneres fights claims of a toxic workplace, here are 3 signs you work in one (CNBC)

(9/23/2020 2:45 PM, Abigail Hess)

On Monday, Ellen DeGeneres addressed allegations made by former employees that her long-running talk show, "The Ellen DeGeneres Show," had an internal culture of racism, fear, and intimidation as well as sexual harassment. The allegations gained national attention following a BuzzFeed article that reported on the show's "Toxic work culture" - and three of the show's high-ranking producers were fired in the aftermath.

CNBC Make It spoke with lawyers, labor experts and historians about what constitutes a toxic work environment - as well as how to spot one. "A toxic workplace is one in which employees don't feel safe or respected," says Linda Seabrook, general counsel and director at Futures Without Violence, explaining that while many workers know if they're not being respected, there are also specific warning signs to look out for. If you feel the weight of intense hierarchical structures, that is not a good sign. Like, Do I have to let my supervisor know if I'm going to the bathroom? Or if workers don't feel that they have the ability to voice their concerns without fear of retaliation," she says. "It comes down to whether you feel heard and valued and respected."

Employers grapple with COVID-19 presumption laws (Business Insurance)  
(9/22/2020 8:00 PM, Louise Esola)

Employers nationwide are following the legislative push to accept COVID-19 claims by presumption in workers compensation, changes that aren't necessarily guaranteeing that such infectious disease claims will be greenlighted but instead promise a surge in litigation and confusion, experts say.

Given the new laws' many nuances, employers are "worried about staying on top" of the presumption trend, said Ralph Touch, Fleetwood, Pennsylvania-based senior vice president of claim operations at Gallagher Bassett Services Inc. "For the very first time we have the entire insurance industry learning new laws on the fly," he said. "These are very big changes, and they are happening quickly. We are applying a disease (to workers compensation) that you could get walking down the street.

As of Tuesday, lawmakers in nine states had passed such laws that clear the red tape for some workers to have their illnesses covered as a compensable work-related injury, and lawmakers in 13 states are considering or have considered such presumption bills, according to the Boca Raton, Florida-based National Council for Compensation Insurance, which is tracking the legislative trend.

White House Expands Crackdown on Certain Diversity and Inclusion Training (Government Executive)  
(9/23/2020 4:14 PM, Courtney Bublé)

President Trump signed an executive order on Tuesday evening that extends his crackdown on certain employee diversity and inclusion training for federal agencies, contractors, grant recipients and the military. This order comes a few weeks after the Office of Management and Budget ordered federal agencies to redirect funding for certain diversity training for employees, which the administration deemed "un-American propaganda." The new directive targets training for all those involved with the federal government that is "rooted in the pernicious and false belief that America is an irredeemably racist and sexist country." It raised questions and concerns among experts and former government officials.

"Executive departments and agencies, our uniformed services, federal contractors and federal grant recipients should, of course, continue to foster environments devoid of hostility grounded in race, sex, and other federally protected characteristics," said the executive order. "But training like that discussed above perpetuates racial stereotypes and division and can use subtle coercive pressure to ensure conformity of viewpoint. Such ideas may be fashionable in the academy, but they have no place in programs and activities supported by federal taxpayer dollars." The order requires that federal contractors not use employee training material that has any type of race or sex "stereotyping" or "scapegoating," send

each labor union or collective bargaining representative a notice that outlines their commitment under the executive order and include provisions from the executive order in all subcontracts or purchase orders, unless given an exemption.

DOL Provides Enforcement Reprieve for Certain Seasonal Establishments Coping with COVID-19 (Littler)

(9/22/2020 6:00 PM, Rachel Fendell Satinsky & Tanner McCarron)

On September 15, 2020, the United States Department of Labor assured existing, seasonal-based establishments they could engage in alternative activities to cope with the financial fallout from COVID-19, without losing their minimum wage and overtime exemption. The Wage and Hour Division (WHD) issued a Field Assistance Bulletin (FAB) stating it would not enforce actions against seasonal establishments for engaging in activities that would otherwise cause them to lose their exemption under §213(a)(3) of the Fair Labor Standards Act (FLSA).

One exemption to the FLSA's mandate that employers pay employees at least the federal minimum wage and overtime for all hours worked over 40 hours in a week is for those employed by "an amusement or recreation establishment, organized camp, or religious or non-profit educational conference center." The establishment must operate, however, on a seasonable basis. An establishment operates on a seasonable basis if it (1) operates for seven months or less in any calendar year; or (2) during the preceding calendar year, its average receipts for any six months were not more than 33% of its average receipts for the other six months of the same year.

[ME] Maine senator, brewery owner faces labor complaint (US News & World Report)

(9/23/2020 1:07 PM, Associated Press)

A Maine state senator who is also the owner of a popular Portland brewery is facing a labor complaint stemming from attempts to form a union at her business. Sen. Heather Sanborn, a Democrat, owns Rising Tide Brewery with her husband. The National Labor Relations Board's website states that the business received a signed charge on Sept. 16.

The labor board states that the complaint charges Rising Tide with violating a rule against discharging employees because they urged other employees to join a union. The complaint does not list the name of the employee. Sanborn said Rising Tide left the decision of whether to unionize up to employees in January and they decided not to. She said she's "Confident that when the National Labor Relations Board examines the facts, they will find that we conducted ourselves entirely appropriately."

[NY] New York Firefighter sues department over racism, hostile work environment (ABC News)

(9/23/2020 9:41 AM, Karma Allen)

A New York state firefighter filed a discrimination lawsuit against the North Tonawanda Fire Department, saying he was bullied for his disability and harassed for making safety complaints against the department. North Tonawanda firefighter Michael Zellner filed a complaint with the New York Division of Human Rights accusing Fire Chief Joseph Sikora and now-retired Assistant Chief Glenn Richau of bullying him because of his documented disabilities, according to court filings. According to the complaint, Zellner has a documented disability related to anxiety and depression, and he tried to voice concerns about safety within the department, but he claimed he was harassed in return.



He said he also has physical injuries to his back and knee stemming from incidents on the job. He also detailed several alleged incidents in which he felt punished and harassed after speaking up, accusing leaders of unfairly reprimanding him for petty infractions that did not earn co-workers the same punishment. According to the complaint Sikora and Richau called him a "p--" at least once when he notified them about broken equipment. Zellner, who joined the department in 2006, also claimed he witnessed multiple instances of anti-Black racism from management.

[Editorial note: consult source link for video]

[NJ] Our nannies, housecleaners, caregivers need a Bill of Rights (Newark Star-Ledger)  
(9/23/2020 1:31 PM, Debra Lancaster & Rocio Alejandra Avila)

Despite growing demand for their services, the people who clean our homes and care for our children and seniors are toiling in one of the most unregulated industries in the United States. COVID-19 has only made it worse. The wages for domestic workers are some of the lowest among all occupations. Most lack formal contracts. Access to any form of benefits or safety net is rare. Sexual harassment and abuse plague domestic workers, compounded by the fact that their work takes place in private homes. The pandemic led to sudden unemployment for many, while others were left on the front lines without adequate personal protective equipment or protection from the CARES Act.

Domestic workers are essential workers to the individuals and families who rely on them. They care for and support households by working as nannies, au pairs, housecleaners, and home health aides. They provide childcare and eldercare; prepare meals; run household errands and clean the house. Advocates like Ai-Jen Poo, co-founder of the National Domestic Workers Alliance (NDWA), have helped to elevate this often-invisible and historically undervalued work, reminding us that, "It's the work that makes all other work possible."

[KY] Employee Refusal to Work Not Covered by Covid Leave-Law Changes (Bloomberg Law)

(9/23/2020 12:35 PM, Patrick Dorrian)

A substance abuse counselor in Kentucky, who was fired after refusing to work unless her county employer shored up its workplace protections against Covid-19, failed to state a claim under family leave law changes addressing the pandemic, a federal judge ruled.

Mindy Thornberry never triggered the Families First Coronavirus Response Act's amendments to the Family and Medical Leave Act because she never asked the Powell County Detention Center for leave to care for a child, the U.S. District Court for the Eastern District of Kentucky said.

[CA] Google, Adecco must face Calif. workers' challenge to confidentiality pacts (Reuters)  
(9/23/2020 6:47 PM, Daniel Wiessner)

A California state appeals court has revived a lawsuit accusing Alphabet Inc's Google and staffing firm Adecco of violating employees' free-speech rights and various California labor laws by requiring workers to sign wide-ranging confidentiality agreements.

The California Court of Appeal, 1st Appellate District in San Francisco said Tuesday the claims in the 2016 lawsuit were not preempted by the National Labor Relations Act because they alleged infringements on workers' individual rights, and not the right to collectively

advocate for better working conditions covered by the federal law.

## **Family and Medical Leave**

### 3rd Circ. Upholds Boeing's Win In FMLA Retaliation Suit (Law360)

(9/23/2020 10:26 PM, Staff Report)

Boeing did not violate federal employment law when it fired a helicopter mechanic for failing to return to work from medical leave, the Third Circuit said Wednesday.

A three-judge panel handed a win to the aerospace giant in a seven-page unpublished opinion, saying it did not interfere with Paul Alkins' Family and Medical Leave Act rights or retaliate against him for taking such leave by firing him, even though Alkins said he had planned to extend his leave. The panel's ruling affirmed a trial court's grant of summary judgment to Boeing.

### [NY] NYC Mayor de Blasio expands five-day furlough to 9,000 city workers (Daily Star Post)

(9/23/2020 1:27 PM, Staff)

Mayor Bill de Blasio has expanded New York City's five-day furlough to 9,000 city workers, including staff not protected by unions, in order to make \$21 million in savings for the cash-strapped Big Apple. De Blasio announced the furloughs in a press conference Wednesday saying that all managerial employees of the city government and all employees not represented by organized labor will be affected.

The furloughs, a one-week unpaid leave of absence per worker, will take place from October through to March 2021 and will hit more than 9,000 workers at city agencies. The latest cuts come one week after de Blasio said he was furloughing himself and up to 500 of his own mayoral staff - including his wife - for a week in a move that will save the city \$860,000. New York City is currently grappling with a budget deficit of \$4.2 billion. De Blasio said the latest round of furloughs had been a 'difficult' decision and called it 'very sad' and 'painful'. 'It's a difficult one because it will affect real people and their lives,' de Blasio said.

## **Retirement**

### Rein in 'Green' Investing to Strengthen Retirement (Newsmax)

(9/23/2020 1:26 PM, Michael Busler)

Many Americans are well aware of the looming private pension crisis facing our country. According to Cheiron, a full-service financial analysis and actuarial consulting firm, as many as 117 multiemployer pension plans covering 1.4 million participants could fail within the next 20 years.

While there are a variety of reasons why many of these plans are significantly underfunded, a new investing trend taking hold threatens to further destabilize the \$10.7 trillion held in private pensions. Environmental, social, and governance investing – or ESG investing – is a relatively new phenomenon that has amassed significant funds under management in a short period of time. In 2016 and 2017 not more than a handful of funds contained ESG language in their prospectuses. That trend soon accelerated though and according to Morningstar's Sustainable Funds U.S. Landscape Report, by the end of 2019 the number of ESG consideration funds soared to 564, with a total of \$933 billion in assets under

management, demonstrating the breadth and width of this new "impact investing" trend.

Investment professionals must rise above juvenile partisanship to protect retirement security (All About Alpha)

(9/23/2020 8:25 PM, John Bowman)

The retirement crisis "Plague" existed well before COVID-19. In a time that should have fostered unity for protection of human dignity and spirit, we're perhaps more divided than ever. Social media posts, articles, and op-eds are increasingly filled with confrontational vitriol to describe private capital as "Looting, vulturous, preying, tax dodging, crooks, high on their cocaine of carried interest."

This hyperbole has been on full display as the parade of commentary coming from securities regulators and the market's subsequent response, seems enveloped with partisan divisiveness - "Trump's DOL" or "Biden's SEC." This dramatic rhetoric is unfair, irresponsible journalism, and frankly, self-absorbed click-bait. Politicians, whatever their creed, come and go; professionals are here to stay. Regardless of who occupies 1600 Pennsylvania Ave. and the derivative seats at the SEC and DOL, it is our role to protect the investor. I implore us all to strip off our pre-suppositions and party affiliation and put on the jersey of the impartial professional that seeks to elevate the public's interest above all else, otherwise we'll end up with each party counting its "Wins" while America's retirees are counted out.

The 4% Rule Is Dead. What Should Retirees Do Now? (Iris.xyz)

(9/24/2020 3:45 AM, Staff)

The 4% Rule Is Dead. A recent article by Shawn Langlois via MarketWatch pointed out this sobering fact but is one we have discussed previously. Retirees have long counted on being able to retire on their assets and take out 4% each year. A little more than 20-years later, the "Death of the withdrawal rate" has arrived. "The 4% Rule has long been used as a guideline for retirees in determining how much they should be able to withdraw from their retirement account while still maintaining a balance that will allow for the same income stream to flow through their golden years."

The idea of the 4% rule originally suggested that once retired, the portfolio allocation is shifted to ultra-safe Treasury bonds. Such an allocation shift provided for the income required to live on, plus a Government guarantee of the principal. When the 4% rule was put into place, Treasury yields were 5%. Today, they are closing in on 0.5%. This is a massive problem for retirees today. As shown, \$1 million will no longer generate a \$50,000 income for retirement. Even more shocking has been the speed of the change.

Money on the Brain: Rebalancing your 401k could save your retirement (Lincoln Courier)

(9/23/2020 2:30 PM, Dave Kinzer)

In March, the stock market lost approximately 30% of its value seemingly overnight, due to repercussions from the COVID-19 pandemic. The plunge was worse than any stock market crash in recent memory. At that time, I advised that you shouldn't panic and sell any holdings in your retirement accounts because I was confident the stock market would recover.

Still, I know many people didn't sleep well for a while as they watched their 401k balance decline to a level they hadn't seen in years. I bet a lot of individuals began to put off their retirement date by at least several years. Hopefully, these people took my advice though,

because the stock market recovered in just five months.

[IL] A pension reform plan that works — or a great white whale? (Crain's Chicago Business)  
(9/23/2020 2:38 PM, Greg Hinz)

Freezing out the Illinois Supreme Court is the key to cutting staggering state retirement costs, according to a conservative research group. Looming in the background as Illinois voters prepare to decide on Gov. J.B. Pritzker's proposed graduated income tax is whether the money inevitably would be sucked up by the state's yawning pension debts.

It's a fair question, one the state one way or another has been debating for a decade now. It's equally fair to assert, as I have on many occasions, that the current benefit structure is far too rich, granting retirees a 3 percent annual cost-of-living hike in a period of 1 percent inflation. That juicy perk over time has amounted to megabillions that state government just doesn't have.

## Trade

Tesla sues to block Trump tariffs on trade with China (Los Angeles Times)  
(9/23/2020 8:23 AM, Staff Report)

Tesla Inc. has sued to block the Trump administration from collecting tariffs on parts the electric car maker imports from China. Tesla filed suit Monday in the U.S. Court of International Trade in New York, seeking an order declaring the duties unlawful and a refund, with interest, of amounts it has already paid.

The company is challenging actions by U.S. Trade Representative Robert Lighthizer, who is named as a defendant in the case. Lighthizer's office last year denied Tesla's bid to avoid tariffs of 25% on the Chinese-made computer and display screens it uses in its Model 3 electric car. At the time, Tesla complained the increased costs imposed by the tariffs would cause it economic harm.

Tesla sues U.S. government to overturn Trump administration tariffs on China (CNBC)  
(9/23/2020 12:40 PM, Kif Leswing)

Tesla is suing the U.S. government and U.S. Trade Representative Robert Lighthizer over the Trump administration's tariffs on items Tesla imports from China. The electric car maker wants the court to declare two batches of Trump administration tariffs to be void, and refund Tesla the tariffs it paid with interest, according to the lawsuit filed in the U.S. Court of International Trade. The specific tariffs at issue are known as List 3 and List 4. List 3 went into effect on 2018 and currently places 25% duties on \$200 billion of imported goods from China. List 4 went into effect in 2019 and currently consists of a 7.5% tariff on \$120 billion of Chinese imports. Both lists contain hundreds of very specific items, ranging from raw materials to electronic components. The lawsuit did not describe which items Tesla paid tariffs on, nor how much it paid. Tesla and the U.S. Trade Representative didn't immediately return requests for comment.

The U.S. Trade Representative's "imposition of List 3 and List 4 duties was arbitrary and capricious because USTR did not provide meaningful opportunity to comment, failed to consider relevant factors when making its decision, and failed to draw a rational connection between the facts found and the choices made," Tesla's lawyers argued in Wednesday's filing, which also named the acting commissioner of U.S. Customs and Border Protection,

Mark Morgan, as a defendant.

UN should prioritize ease of trade to fight poverty (The Hill)

(9/22/2020 7:00 PM, Matt Warner)

This week the United Nations begins debating future priorities during its annual General Assembly. Economic recovery from COVID-19 is at the top of the list of agenda items as the world's aid and donor country representatives determine what can be done to stem the tide of extreme poverty that is threatening to wash out the last three decades of economic progress for low-income communities. Taking decisive action is important, but those assembled should focus less on new initiatives and take a hard look at what we should stop doing to prevent low-income families from finding relief.

Low-income families spend a disproportionate amount of their household income on consumer goods and imports. In this way, high tariffs amount to a regressive tax on those least able to pay for needed goods and for which they have no substitutes. Instead, many just go without. Going without is what has historically kept many women and girls out of the workplace and out of school when tariffs on sanitary napkins made them too expensive for routine use. Those are the kinds of tragic, anti-development ripple effects of bad trade policy.

[TX] Trade often dominated Trump's first-term agenda. But it's slipped from the 2020 forefront, even in trade-heavy states like Texas (Dallas Morning News)

(9/23/2020 12:39 PM, Tom Benning)

President Donald Trump has upturned the status quo on international trade unlike any modern-day occupant of the White House, fulfilling a campaign pledge to spare nobody's feelings in taking on countries he's long accused of ripping off the U.S. The Republican's tactics have often dominated his agenda, both politically and policy-wise, holding enormous stakes for a trade-dependent state like Texas.

But trade has taken a back seat in the waning months of this year's White House race between Trump and Democrat Joe Biden, even before the contest was jolted anew by an opening on the Supreme Court following the death of Justice Ruth Bader Ginsburg. Cross-border commerce, tariff fights and global trade deals have simply been supplanted by other matters – most notably, the coronavirus pandemic and its resulting economic fallout. “When you think about what's going on with the health issues and the overall economic anxiety ... I don't know that trade will be at the top of the list of issues,” said Vance Ginn, chief economist at the Texas Public Policy Foundation, a conservative think tank based in Austin.

## **National**

Fed Officials Maintain Calls for More Government Spending to Support Economic Recovery (Wall Street Journal)

(9/23/2020 1:55 PM, Nick Timiraos)

Federal Reserve officials said Wednesday the economy was likely to need additional government spending to avoid an uneven and protracted recovery from the coronavirus pandemic. Fed Chairman Jerome Powell said the recovery would move along faster “if there is support coming both from Congress and from the Fed,” he said during the second day of testimony on Capitol Hill. “The power of fiscal policy is really unequaled by anything else.”

The Fed said last week it would hold interest rates near zero until inflation reaches 2% and is likely to stay somewhat above that level, something most officials don't see happening in the next three years. Recent improvements in economic data reflect both the reopening of commercial activities that had been limited to suppress the virus as well as enhanced unemployment benefits, small-business grants and other relief measures Congress approved earlier this year, Mr. Powell said.

Dems: Fed COVID response enriched investors as workers fired (The Hill)

(9/23/2020 4:28 PM, Niv Elis)

Democrats on the Select Subcommittee on the Coronavirus Crisis issued a report Wednesday critiquing the Federal Reserve for an emergency COVID-19 response program they say enriched shareholders even as workers were laid off. "In the dual mandate that the Fed has, one of them is maximum employment," said Rep., who chairs the Select Subcommittee on the Coronavirus Crisis, in a Wednesday hearing with Federal Reserve Chairman. "Yet, the Fed bought corporate bonds issued by companies-we found this in our report - that laid off more than 1 million workers, since March," he said. "That doesn't sound like maximum employment to me."

In question was an unprecedented program the central bank set up to calm markets by buying corporate bonds for the first time in its history. The report, issued by subcommittee staff, found that the program, called the Secondary Market Corporate Credit Facility, bought bonds from companies that were laying off workers and paying out dividends to shareholders. "Staff found that the companies that issued bonds purchased by the Fed conducted substantial layoffs and paid billions in dividends to shareholders during the pandemic, raising concerns that the Fed's bond purchasing program may be exacerbating economic inequities and contributing to an economic recovery that benefits wealthy executives and investors but leaves behind American workers," the report said.

Fed's Daly says inflation will be guide on U.S. full employment (Reuters)

(9/23/2020 10:17 AM, Staff)

The U.S. central bank's job is to eliminate employment shortfalls, and it will look to inflation to gauge whether it is meeting that goal, San Francisco Federal Reserve President Mary Daly said on Wednesday.

"We are not going to write down some artificial number about maximum employment, and when we get close to that, we worry," Daly said in a virtual event hosted by the St. Louis Fed. "We are going to let inflation be the guide of that... We are committed to allowing the economy to run until we find out what maximum employment means experientially - when we start seeing it show up in higher wages and higher prices."

Amid coronavirus, the Great American Comeback is underway (The Hill)

(9/23/2020 6:30 PM, Christos A. Makridis)

Prior to the pandemic, real total household and nonprofit net wealth increased by 12.1 percent over the first 11 quarters of the Trump administration, concentrated among the bottom 50 percent of households that experienced a net increase of 47 percent; hourly wage growth for production and non-supervisory workers also hovered over 3 percent for over 17 consecutive quarters; and overall dependence on welfare declined as more people were lifted out of poverty.

The coronavirus pandemic has hit minorities, working class families and small businesses

the hardest. While the CARES Act, and the subsequent executive order that signed following the failure for Congress to agree on a second round of stimulus, has helped inject some liquidity in peoples' balance sheets, what we need is not more stimulus, but rather growth and long-run planning. If people are empowered to learn, grow and contribute in their workplace and communities, we'll all be better off for it.

#### Reclaiming the American Dream (The Hill)

(9/23/2020 2:00 PM, Reps. Mike Johnson & Andy Barr)

America's status as "the land of opportunity" is unique in the history of the world. In this country, any individual from any background can start their own company or rise to the top of their chosen career field solely on their own merit, hard work and determination. Anything is possible here, and everyone can achieve their own "American dream." As conservatives, we understand that however each dream may be defined, it is based upon two essential ingredients: liberty and opportunity. Both are necessary for people to be able to pursue and achieve their goals — which empowers individuals and strengthens their families and their communities. The open door for upward mobility in our free enterprise system has been key to making and keeping America great. Unfortunately, decades of often well-intentioned but ill-conceived government policies have gradually restricted liberty and narrowed the door of opportunity for too many. This year, the COVID-19 pandemic and its related economic fallout have created even more obstacles.

Before the pandemic began, President Trump and our previous Republican majority in Congress made great strides and enacted policy reforms that produced a record-breaking economy and unprecedented opportunities for all Americans. To return to that prosperity, we must reject the left's dangerous calls for socialism and instead double-down on our strategy and advance even more conservative reforms. To that end, the Republican Study Committee's American Worker Task Force has published a new report entitled "Reclaiming the American Dream: Proposals to Empower the Workers of Today and Tomorrow." Our report, which is the product of more than a year of concentrated study and collaboration, includes more than 100 policy ideas to accomplish three major objectives — refine existing education goals, refocus labor policy, and reimagine the welfare state.

#### Getting COVID-19 Is Putting Americans On The Brink Of Economic Crisis (Huffington Post)

(9/23/2020 5:00 AM, Emily Peck)

Of the Americans who've contracted COVID-19, 63% are facing serious financial problems, according to a survey released Wednesday morning from NPR, the Robert Wood Johnson Foundation and Harvard University's T.H. Chan School of Public Health. Those who haven't gotten sick aren't faring much better: 46% of households in the U.S. reported serious financial problems because of the pandemic in the survey, 31% have used up all their savings and 21% are having trouble paying debt.

The high percentages of financial distress shocked researchers, said Robert J. Blendon, an emeritus professor of health policy and policy analysis at Harvard who worked on the survey. "We were completely surprised," said Blendon, who has done other polling around natural disasters.

For this survey, researchers asked if Americans had "serious" financial issues as a result of the coronavirus pandemic. Blendon and his fellow researchers assumed that the stimulus checks and expanded aid provided in the economic stimulus package, called the CARES Act, would cushion the blow of the pandemic. Instead they found widespread, serious

financial distress — particularly among Americans earning less than \$100,000 a year, people of color, those with disabilities and those who've contracted the coronavirus.

Congress' failure to pass a stimulus package carries devastating consequences for millions of unemployed workers and small businesses (Business Insider)

(9/23/2020 11:58 AM, Joseph Zeballos-Roig)

With a fierce battle over a Supreme Court replacement underway, Congress is shifting its attention away from passing another coronavirus relief package. Senate Republicans, under Majority Leader Mitch McConnell, are moving swiftly to confirm a third Supreme Court justice appointed by President Donald Trump by the end of 2020.

It's a stark contrast with the GOP's reluctance to approve another economic aid package earlier this year, when McConnell pushed "the pause button" on additional spending after enacting a \$2 trillion stimulus law in March. House Democrats passed a broad spending package in May, but Senate Republicans did not take it up — and they never coalesced around another stimulus plan. "No problem to get a new Supreme Court justice approved starting from scratch, but a relief package with multiple proposals already on the table to help tens of millions from sliding into misery as we wait for widespread testing and a vaccine to emerge is too big a lift?" Katheryn Russ, an economics professor at the University of California Davis, wrote on Twitter on Saturday.

**{End of Report}**



Message

**From:** Sidney, Sabin R - OPA [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=57FF1F749E784A7FB5598A532D675791-SIDNEY, SAB]  
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**Subject:** Thursday Morning News Clips: September 24, 2020

**Thursday Morning News Clips: September 24, 2020**

Article #	paper	title
1	Fox 8	<a href="#">Local Manufacturing Jobs See Help With Apprenticeship Programs; Other Local Businesses Still Struggle</a>
2	Bloomberg Law	<a href="#">Senate Gives EEOC First Full Leadership Panel Under Trump (1)</a>
3	Bloomberg Law	<a href="#">Democrats Pitch Apprenticeship Expansion to Counter Unemployment</a>
4	WSJ	<a href="#">Unemployment Claims Expected to Hold at High Level</a>
5	Vox	<a href="#">We Can End America's Unemployment Nightmare</a>
6	ABC News	<a href="#">20 Inmates, Accomplices Charged In COVID-19 Unemployment Fraud</a>
7	Law360	<a href="#">Trump Outlaws Contractors' 'Divisive' Anti-Bias Trainings</a>
8	TMJ 4	<a href="#">DWD: Unemployment Rates Drop Across Wisconsin Cities, Counties</a>
9	WSJ	<a href="#">U.S. Coronavirus Cases Rise by Nearly 40,000</a>
10	Twitter	<a href="#">Secretary Scalia Tweets</a>

**Article 1** ([back to top](#))

[Local Manufacturing Jobs See Help With Apprenticeship Programs; Other Local Businesses Still Struggle](#)

Fox 8

Daniel Pierce

09/23/20

GUILFORD COUNTY, N.C. — Manufacturing jobs have seen a heavy boost in job fulfillment in the U.S. in previous months, as the U.S. economy slowly recovers.

The August jobs report showed 1.37 million new jobs added, with unemployment sitting at 8.4 percent.

On Wednesday, U.S. Secretary of Labor Eugene Scalia toured Machines Specialist Inc. in Whitsett. It marked his first stop in the Triad since a February visit.

He explained that manufacturing jobs are “coming back,” due to a trade agreement between the U.S., Mexico and Canada

“[Manufacturing jobs are] critical to our economy, to our economic wellbeing, to our national security,” Scalia said.

A big concern for smaller, local manufacturing and cyber companies, like RTriad – a cybersecurity company out of Greensboro – is the ability to compete against big companies.

A question that has been on owner Kevin Robinson’s mind all summer revolves around growing apprenticeship partnership programs.

Guilford County has begun to heavily push young people, and veterans, into learning positions at manufacturing sites. At least six of those people joined Robinson’s company within the past few weeks growing his employee base from two to eight.

“Large companies of the world, they are really attracting that talent. It’s a dry pool. So now, with 1.5 million job openings we’re building the talent. We’re building talent to replace that tool,” he said.

Scalia said more help is on the way for companies like RTriad in the form of flexibility in apprenticeship programs for smaller companies to take advantage of.

Scalia described is as, “not every apprenticeship needs to be four years long. We call these industry-recognized apprenticeship programs. The idea is that a trade association, a group of smaller businesses, or a community college, can become accredited by, and recognize a good apprenticeship program. Then that apprenticeship program can give out certificates.”

When asked if the apprenticeship programs can help struggling businesses like mom-and-pop shops, and restaurants who must compete against large companies, the secretary said, “I mean, it might.”

Some businesses FOX8 spoke with before the secretary’s visit said they struggle to hire and retain staff members. Restaurants have reported losing employees to companies like Amazon when they can no longer compete against the pay offered.

Spruce Street Garden owner Alex Hollowell said he felt forgotten by the federal government in that way.

“You’re going to see a lot of small businesses go under, because there’s not enough help to go around,” Hollowell said.

**Article 2** ([back to top](#))

[Senate Gives EEOC First Full Leadership Panel Under Trump \(1\)](#)

Bloomberg Law

Paige Smith

09/23/20

The U.S. Senate voted to give the Equal Employment Opportunity Commission a full leadership panel for the first time during the Trump administration, confirming Democratic nominee and civil rights lawyer Jocelyn Samuels.

The full chamber signed off on Samuels by a 54-42 vote Wednesday, a day after confirming Republicans Andrea Lucas and Keith Sonderling.

Samuels, who most recently led a California think tank focused on sexual orientation and gender-identity policy, becomes the second Democrat on the workplace civil rights agency’s five-seat leadership panel, joining Commissioner Charlotte Burrows.

Republicans will hold a 3-2 edge at the EEOC until at least July 2022 after the additions of Lucas and Sonderling. EEOC Chair Janet Dhillon is the third Republican. Majority control of the leadership panel will allow Republicans to set the agenda on many substantive issues before the agency. A panel vote is required to advance major policies, rulemakings, and some recommendations on litigation.

Samuels’ term expires in July 2021, instead of the customary five-year period, because the time in which the seat has been vacant counts against the eventual occupant’s term. Samuels, Lucas, and Sonderling were nominated by the White House in March.

Samuels has extensive experience in government, including a decade as a senior policy attorney in the EEOC’s Office of Legal Counsel. She was director of the Office for Civil Rights at the Health and Human Services Department from 2014 through early 2017, and was previously an Obama appointee at the Justice Department’s Civil Rights Division.

**Article 3** ([back to top](#))

[Democrats Pitch Apprenticeship Expansion to Counter Unemployment](#)

Bloomberg Law

Andrew Kreighbaum

09/23/20

Democrats are pushing to expand federal workforce training as a way to help people struggling to find work in the pandemic, bucking a Trump administration proposal for an alternate apprenticeship program.

About 600,000 people participate in apprenticeships annually through the Department of Labor's registered apprenticeship program, which allows workers to gain nationally recognized credentials in their occupation. Vocational education advocates and lawmakers have both called for expanding the number of registered apprenticeships.

The National Apprenticeship Act of 2020 (H.R. 8294) would authorize \$3.5 billion in new spending over five years on registered apprenticeships, youth apprenticeships, and pre-apprenticeships for people with fewer qualifications. It would also streamline the process for apprenticeship programs to get federal approval. The House Education and Labor Committee plans to vote on it Thursday.

The proposal emerged from bipartisan negotiations, but Democrats and Republicans have been divided over whether a reauthorization of the federal program should include a system of industry approved apprenticeships championed by the Trump administration that would give businesses a greater hand in dictating standards for credentials.

Education and Labor Chairman Bobby Scott (D-Va.) called the measure "a vital step toward accelerating the economic recovery for both workers and businesses."

A tight legislative calendar poses a challenge moving a reauthorization through the Senate this year even if the House passes the proposal from Democrats.

"The idea of modernizing apprenticeships is something members of both parties recognize the importance of," said Katie Spiker, director of government affairs at the National Skills Coalition. "There's a calendar issue on the Senate side for what we can actually get through this year."

**Article 4** ([back to top](#))

[Unemployment Claims Expected to Hold at High Level](#)

Wall Street Journal

Sarah Chaney

09/24/20

The number of workers in the U.S. applying for jobless benefits likely held at historically high levels last week as the labor market slowly recovers from the impact of the coronavirus pandemic.

Economists expect applications for jobless benefits ticked down to 850,000 last week from 860,000 a week earlier. Jobless claims are down significantly from a peak of near seven million in March but have stagnated at just over 800,000 in recent weeks. That is four times the levels logged before the virus hit in the spring, according to Labor Department data.

The high number of claims is a sign that layoffs have continued at a high rate, though many workers are also returning to their previous jobs or finding new ones. Re-employment has

contributed to a decline in the number of people collecting unemployment benefits through regular state programs, which cover most workers. So-called continuing claims decreased by 916,000 to about 12.6 million for the week ended Sept. 5.

“We’re continuing to see healing in the labor market, but the pace by which we’re seeing recovery is slowing,” said Kathy Bostjancic, an economist at Oxford Economics.

Though the economy has regained about half of the jobs lost when the pandemic took hold in March and April, hiring has cooled in recent months. Economists expect the initial hiring spurt from business reopenings to ease as state restrictions are lifted at a slower pace than in early summer.

“We’re getting to that point where the easy hiring is behind us,” said Ryan Sweet, an economist at Moody’s Analytics. “This next leg of the recovery is going to be much more driven by the underlying strength of the economy rather than businesses just recalling workers.”

Many employers brought back a portion of their furloughed employees but are finding sales are too weak to raise employment to precrisis levels.

Peter Merriman reopened four of the nine restaurants he owns across Hawaii in August, but slow sales meant he could hire back only about 40% of the staff who were working at those locations before the pandemic began. He said sales at those restaurants, which operate under the Merriman’s Restaurants brand, are down about 80% from the same period last year.

“It’s really scary,” Mr. Merriman said. “We know that we’ll eventually come back, it’s just a question of when and how.”

Many workers are experiencing monthslong spells of unemployment. At the end of August, about 1.5 million individuals were collecting benefits through a federal program that provides an additional 13 weeks of benefits for people who run through the benefits’ duration set by states. Benefits last for six months in many states.

Millions of workers are collecting jobless benefits through a federal pandemic program for the self-employed, gig workers and others not typically eligible for unemployment aid. At the end of August, the number seeking benefits through this program exceeded the number in state programs, which cover about 90% of U.S. workers. That has caused some economists to be skeptical about the pandemic claims figures.

In addition to the federal emergency programs, Congress also passed legislation this spring authorizing federal funding for an additional \$600 a week in unemployment benefits. After those benefits expired, President Trump signed an executive order last month to replace them with an additional \$300. The \$300 top-off payments will only last up to six weeks, and Congress has yet to reach an agreement on a new federal jobless benefit.

**Article 5** ([back to top](#))

[We Can End America's Unemployment Nightmare](#)

Vox

Emily Stewart

09/23/20

Erin Suggs applied for unemployment in March as soon as the California salon she works at shut down. She figured her case would be pretty straightforward — she works on commission, meaning she's counted as a regular employee, not self-employed.

But it took the 50-year-old mother of two more than two months to get her benefits, during which time she estimates she and her husband called California's Employment Development Department, which administers the state's unemployment system, upward of 3,000 times. It turned out that in filling out the forms, she checked one box wrong. "It just put me in pending hell for 10 weeks," she says. "There was no way of fixing it."

Her experience is hardly unique. In California alone, more than 6 million people, or one-third of the state's workers, have filed for unemployment benefits, and hundreds of thousands of them have been stuck in a weeks- or even months-long backlog. Meanwhile, nearly 1 million people across the United States continue to file new unemployment claims each week, and some 29 million people are receiving some sort of unemployment assistance. And for many of them, navigating the system has been a nightmare.

The coronavirus has brought home the many shortcomings of the American unemployment insurance system and revealed it to be fundamentally — and often intentionally — broken, chipped away over time to ensure that the jobless don't use it too much, lest anyone get used to it. Unemployment insurance operates under a hybrid state-federal setup that has resulted in an awkward push-and-pull between the federal government, state governments, and employers. No one quite wants to take full responsibility of it, but everyone wants a say.

However, the federal government's response to the pandemic — namely, the expansions to unemployment put in place under the CARES Act — has demonstrated what a more robust and generous program might be able to do.

"People are right to be upset about the delays and the backlogs and the problems, but I think the promise of unemployment insurance is definitely here, which is, you can stabilize incomes through a very harsh business cycle," said Mike Konczal, the director of progressive thought at the Roosevelt Institute. "It's quite remarkable the amount of money that has been able to get out to workers to replace their wages."

Still, the system leaves those workers without much of a voice. Every week, when Suggs certifies that she continues to be unemployed, she says a little prayer. "One mistake and I'm going to get thrown back into that," she says.

It's been more than 80 years since unemployment insurance was codified in federal law, and it's worth asking how it became the system we know today, and how it could work better. In order to help employed Americans, we have to help unemployed Americans, too. It's good for the economy.

A reimagined unemployment system would treat the jobless like customers, not criminals, while helping them stay afloat as they find their next gig. It would be easier to navigate, pay people more consistently, regardless of where they live, and take into account the wage stagnation of decades past. It would be easier to ramp up in times of crisis and better serve the modern workforce — groups such as gig workers, short-term employees, and people looking for jobs.

As Darrick Hamilton, the executive director of the Kirwan Institute for the Study of Race and Ethnicity at Ohio State University, puts it: “The nature of work has changed in America, and so should unemployment insurance.”

Suggs filed for unemployment the first day she didn't work. In theory, her case is a simple one: She's held the same full-time job for a long time and will return to work as soon as she gets the go-ahead. She is the type of person the system is supposed to work for in a progressive state where the social safety net is supposed to be pretty robust.

But unemployment insurance has never worked super smoothly in the US. The first state in the country to put an unemployment insurance program in place was Wisconsin in 1932, and the federal program became law under the Social Security Act of 1935. It was set up as a mixed federal-state endeavor for reasons that wouldn't surprise the average political observer today: There was disagreement over what level of government should be in charge of running the program, and proponents of unemployment insurance were nervous it might be undone by the Supreme Court, which had struck down multiple pieces of legislation. The hope was that this model would give it a better chance with the court, and even if the federal component were struck down, the state components could live on.

“It was designed to have this very broken and fractured structure,” Konczal said.

The point of unemployment insurance is to replace income for people who have lost their jobs and keep them attached to the labor market. It is also a measure to keep the economy going in times of economic downturn and support consumer spending; an unemployed worker being unable to pay their rent isn't just bad for the tenant, it's bad for the landlord.

In the US, unemployment insurance is meant to work by replacing about half of a worker's wages (up to a certain cap) for about 26 weeks. It is intended for those who involuntarily lost their jobs, meaning they were laid off or fired, and not people who quit. Those who quit their jobs can wind up collecting benefits, namely if they can explain that they did so for good cause, such as experiencing sexual harassment, but it often winds up being a battle adjudicated by the state.

The program is financed through state and federal payroll taxes that are supposed to fund administrative systems and the benefits themselves.

Many states have kept those taxes pretty low, resulting in a system that is chronically underfunded. And during periods of stress, the impact of that underfunding really shows. State unemployment trusts can run out of money fast — during the Great Recession, about three dozen states had to borrow federal money to keep payments going. Years of disinvestment in technology and administration led to problems like those now affecting Suggs and millions of unemployed workers across the country. You make one mistake, or your case has one little quirk, and you're sucked into a bureaucratic black box disaster with no clear end in sight. And then, once the economy gets better, everyone moves on and forgets, and the political impetus to fix these problems fades.

“It’s almost impossible to make repairs during the bad times, but that’s the only time anyone pays attention,” said Sara Flocks, policy coordinator with the California Labor Federation.

In 2010, the California state Assembly had a hearing to look into problems with the state’s unemployment technology and backlogs during the recession. “I’m shocked at how bad this situation has become,” then-Assembly member Charles Calderon said at the time.

A decade later, it’s California Assembly member David Chiu who is spearheading a charge to overhaul the still broken system. “This is a problem long coming,” he said. “The system broke down during the Great Recession, with many of the dysfunctional elements that we’re seeing today.”

“The administrative systems are pretty broken, or at least pretty frayed, or at least not up to this,” said University of California Berkeley economist Jesse Rothstein. “We haven’t invested in them over a long time.”

The federal government sets the bar for states to design their systems, but the bar is pretty low, and states are largely left to their own devices when it comes to how much they want to tax employers, how generous they want to be with benefits and for how long, and who gets deemed eligible for collecting benefits.

The fragmented state-federal system has resulted in an uneven and distorted unemployment insurance system. According to the Center on Budget and Policy Priorities, the average weekly benefits in the country were \$333 as of April 2020, but that ranged from \$101 in Oklahoma to \$531 in Massachusetts. The length of unemployment varies significantly per state, as does the number of unemployed people who collect benefits. Pew Research Center estimates that just 29 percent of unemployed Americans received benefits in March, and in states like Florida, Arizona, and North Carolina, less than 10 percent did.



At the state level, employers have more control over the unemployment system as well, explained Wayne Vroman, a labor economist at the Urban Institute. Employers want low costs — as in taxes — and they don't want employees claiming benefits they feel are undeserved. "The balance of power between labor and business has moved in the direction of business, so the programming increasingly reflects business concerns," Vroman said.

Given the recent troubles with unemployment, there has been a lot of attention on the outdated technologies being used. But new technology does not always translate to a more effective system. Some states that have modernized their technology have done so with a focus on fraud and making them harsher on the unemployed, said Michele Evermore, a senior policy analyst at the National Employment Law Project (NELP). "Florida is technically a modernized system, but they changed the system with the absolute aim of making it harder for people to get benefits," she said.

While experts acknowledge that fraud exists, they say there's been too much attention on it, overshadowing concerns about getting money to people in need. "They're focused on catching the bad guys rather than helping the good guys get through," said Andrew Stettner, a senior fellow at the Century Foundation.

And because the system is so onerous and the benefits often so low, many people don't even bother applying for unemployment, or they eventually stop trying.

When Suggs started running into problems with her unemployment claim, she went to Facebook to try to find answers and see what others in the same situation were doing. Eventually, she started her own group for people struggling to navigate the bureaucracy to talk to one another. "I wanted people to be able to post their frustrations and come and get support," she said.

Members ask for advice, swap stories, and even share phone numbers they've used that have helped them finally get through. The EDD's phone line for people who need help with a specific claim is only open from 8 am to noon, Monday through Friday.

The Coronavirus Aid, Relief, and Economic Security Act, or the CARES Act, the \$2.2 trillion stimulus package signed into law by President Trump in March, was supposed to make life for the unemployed during the pandemic better. It tacked on an additional \$600-a-week federal benefit through July 31, extended the amount of time people can collect benefits, and expanded the pool of workers who can apply for unemployment to independent contractors, gig workers, and others who are usually ineligible, such as artists and musicians.

But many people could not actually access the system. When Suggs finally got through to a real person at California's unemployment office, the woman she spoke with told her she was lucky, because she actually knew what she was doing. The department had staffed up, but most of the new staff hadn't received a ton of training. "They basically hired ... people to just

kind of answer the phones, hang up on people, and tell people they couldn't help them," Suggs says she was told.

"Not to be hyperbolic, but everywhere you look in our unemployment agency, there is a problem," said Jennifer Kwart, a staffer for Assembly member Chiu.

A small error, such as an extra digit in a Social Security number, can put a claim in flux for weeks, and even with benefits being slow to go out, states' unemployment trusts are already being tapped out. In May, California became the first state to borrow from the federal government to pay benefits during the current downturn. It took till 2018 to finish paying off what it owed the government in unemployment from the last recession.

As one source familiar with California's EDD put it, a lot of the issue comes down to the complexity of how federal funding is handled and the fact that no governor is eager to raise taxes to fix things, Democrat or Republican. It's just not politically popular, especially when employers are powerful and there isn't exactly a union of the unemployed.

"The power of our labor unions is pretty strong, but at the same time, it's really hard when it comes to unemployment insurance to convince people when times are really good to focus in on it," the source said. "But the problem is when you don't focus on it when times are really good is that when stuff is tough, like it is now, it's the most important department in the state."

All of this adds up to real consequences in people's everyday lives, consequences that are even more stressful in moments of crisis like now.

Still, Suggs considers herself lucky — her husband has a steady income, and her family had recently sold a home they inherited. "If it wasn't for him working, I don't know what we would have done. We probably would have ended up homeless," she said.

Yvonne Garcia, a member of Suggs's Facebook group, is also thankful for her family's support as she tries to work through the unemployment system after being laid off from the poker room she works for in March. She's experienced the consequences of the focus on fraud directly. When she was unemployed in 2018, Garcia was paid an extra \$172 in benefits she wasn't supposed to receive. It happened during three days of training for a new job that she didn't realize she was supposed to report. "I was just so embarrassed," she said.

Garcia has paid back the money she owed, but even so, she was penalized five weeks of benefits this time around for the mishap after being furloughed. She successfully appealed her case and is now collecting benefits — just \$167 a week. It's enough for her to get by, for now. Garcia waited to request forbearance on her mortgage until August, when the extra \$600 in federal benefits ended, to buy herself time. She hopes the poker room will reopen in January and in the meantime plans to pick up a part-time job at Costco.

“When somebody says you’re making more than what you make at work, I say, no I’m not,” she said. “I’d much rather be at work.”

Personal incomes did rise about 10 percent in April, and poverty didn’t increase — it actually might have gone down. According to one recent paper from the IZA Institute of Labor Economics, between March and July 2020, expanded unemployment insurance under the CARES Act offset earnings inequality the country would have otherwise seen, particularly for low-income Americans, and it helped reduce the decline in aggregate demand in the broader economy by putting money in people’s pockets. And despite concerns that generous benefits would discourage people from working during the pandemic (which, one could argue, is at least partially the point), research for Yale found that didn’t happen.

“The \$600 boost made a huge difference to families that are unemployed to no fault of their own,” said Liz Watson, executive director of the progressive nonprofit the Congressional Progressive Caucus Center. “For too long, the benefit has been set at a level that is completely unlivable.”

One estimate recently released by the group and put together by Center for American Progress researchers Justin Schweitzer and Lily Roberts made the case that typical single-parent households fall thousands of dollars short when trying to meet basic needs on typical unemployment insurance.

“The \$600 got us into a different conversation that acknowledges that wages are really, really low to begin with, and anything that’s a proportional replacement of those wages will just reinforce how disparate wages are,” Roberts said.

“We have an opportunity to now create permanent structural change to this program,” said Rebecca Dixon, executive director of National Employment Law Project, at a recent panel hosted by Vox. “We often say that something is not working as designed, and I would just encourage us to realize it is working as designed, and we need to change that design.”

So how do we change it for the better? So that it works in the good times and the bad?

Many of the experts I spoke with said that if the US got a real do-over, it would be much better to go with a federal system — which the vast majority of countries that have unemployment benefits use — instead of a hybrid federal-state one. It could run much like the Social Security benefits program and would be a way to make the program more uniform in terms of benefit amounts and time frames across states.

“Having a 50-state system, and having them really underfunded by their states and by the federal government, hasn’t left us in a good position,” Stettner, from the Century Foundation, said.

While that might be the ideal situation (which would also ideally entail the federal government adequately funding the program's administration and the benefits), it's not super likely. Employers and state governments would likely oppose it. So then it's time to start looking for overhauls to make where the states still get a role.

"If you take the existing state systems as here and impossible to get rid of, you can still have a minimum standard for benefits payment," Vroman said. It's a way to make sure that if you lose your job in Mississippi, you're not in a much worse spot than if you lost your job in Massachusetts. "That could be legislated, and that's a less radical change because it still keeps the states as the first line of administering the program."

There are multiple proposals, both big and small, for how to improve and modernize unemployment insurance in the US. In 2016, the Obama administration laid out a series of proposals on that front, including expanding access to part-time, temporary, and low-income workers. More recently, Sen. Michael Bennet (D-CO) put out a series of proposals for the unemployment system, including automatic stabilizers that would ramp up the program when the economy falters and unemployment rises. Instead of waiting on Congress to decide to help out when unemployment is at 10 percent, as it is now, extra benefits would kick in automatically.

There is a lot of consensus among experts and activists around the issue. After decades of wage stagnation, the government should increase the amount of benefits paid in proportion to someone's salary to make sure it actually helps, especially for people on the low end of the income spectrum, including people of color and women, who often aren't even in a position to save in normal times. It should invest in administrative and technological infrastructures so that they are designed for moments of stress.

It should expand the pool of workers eligible for unemployment to less typical employees, including those who change jobs a lot and especially those lowest earners who are not covered. And it should provide job-seekers some sort of benefits as well. That way, recent graduates or people reentering the workforce aren't scrambling. Some of these workers have been added into the mix under the CARES Act, such as independent contractors. Others, such as those without a long work history and recent graduates, are left out.

The government should also examine and encourage innovative programs, such as work sharing, through which employers temporarily reduce work hours for their employees and that reduced income is supplemented with unemployment insurance.

"It's not perfect, but for a lot of employers, it means the difference between layoffs and no layoffs, and for workers, it means keeping not only their jobs but also their health care," Flocks, with the California Labor Federation, said.

It's the type of idea that could perhaps help someone like Suggs and her employer, because even when open, business isn't back to normal. When the salon reopened for a while in the

spring, things were pretty slow. People weren't rushing to get their hair done. "I was having cancellations all over the place," Suggs said.

To be sure, addressing the real shortfalls of unemployment is easier said than done, and there are real philosophical questions about how the program should work.

What amount of benefit is the right amount is not a simple issue. In the current crisis, arguments that benefits are too generous are unwarranted — when you've got four or five job-seekers for every job, the government being too nice to them isn't really the problem, let alone in a pandemic. But in normal times, economists and experts don't agree on how much is the right amount of income to replace.

"The best kind of insurance from the perspective of a worker would make them whole," said Michael Steiner, an economist and postdoctoral fellow at the Harvard research project Opportunity Insights. "But the trade-off there is if you make people completely whole, there's a concern that they just won't bother to search for a job."

Vroman said there is evidence of disincentive effects, and some people are more prone to follow those effects than others. Jeffrey Miron, a libertarian economist at Harvard, said part of the issue is making sure people don't wait on unemployment insurance forever while also waiting for a job that's not coming back. "There is an inevitable trade-off between trying to protect those people who are unemployed who generally face bad opportunities versus creating a perverse incentive for people to stay unemployed," he said.

But given how scarce benefits are and how hard the system is to navigate, the real disincentive for people to apply for unemployment insurance at all is coming from state unemployment offices and poor systems no one's entirely in charge of.

"The idea at least should be to give everyone, not just higher earners, the ability to feel secure after a layoff knowing they aren't going to get evicted or have to skip meals while they take the proper time needed to look for a new job," Schweitzer, the CAP researcher, said in an email, pointing out that even when things are normal, finding a job isn't always easy. "The more desperate workers are to find a job fast, the more leverage employers have, especially in low-wage industries, to underpay them."

That is especially harmful to workers of color and, in particular, Black workers, who typically have higher rates of unemployment than white workers and who have been hit especially hard during the pandemic. They also overall have less savings to fall back on and less wealth.

There are, of course, those who argue that the social safety net, whether unemployment insurance or otherwise, is a waste of money for the federal government and that even in the current crisis, such generous benefits are unwarranted. The US Chamber of Commerce, a private organization that represents businesses, has lobbied against expanding the \$600 in CARES Act benefits, arguing that it is causing "significant distortions in the labor market and

hurting the economic recovery.” Another read: It’s drawing attention to how little some companies pay their workers.

While Suggs says her situation is under control for now, she still sees people in the Facebook group every day talking about their troubles. “There are people out there that are really, really struggling,” she said, and even she remains frustrated. The government has made it “as difficult as possible for people to work or not work.”

“If you want everyone to stay home, why don’t you make it easier and fix the system somehow? We’re the tech state, and we couldn’t do it,” Suggs said. “It was a nightmare. It is a nightmare.”

**Article 6** ([back to top](#))

[20 Inmates, Accomplices Charged In COVID-19 Unemployment Fraud](#)

ABC News

Karma Allen

09/23/20

Pennsylvania officials charged nearly two dozen inmates and outside accomplices who allegedly conspired to obtain some \$300,000 in fraudulent COVID-19 unemployment benefits.

Pennsylvania Attorney General Josh Shapiro charged 20 inmates and accomplices across three state prisons where inmates allegedly gathered personal information from other inmates and distributed them to people on the outside who applied for fraudulent relief funds in their names, officials said Wednesday.

He said the arrests were linked to at least two existing rings of inmates who were charged in similar coronavirus-related fraud cases.

"After announcing our first round of arrests in these COVID unemployment scams, I promised that there were more to come," he said. "Today, 20 more individuals have been charged with illegally taking benefits away from hardworking Pennsylvanians who are struggling during this crisis," Shapiro said in a statement.

He noted the possibility of additional charges, saying: "These arrests are not the end of our investigation, and I'll continue working with my colleagues at the federal level to track down those heading these schemes, along with those who are willfully participating and breaking the law."

His statement came shortly after officials announced a larger roundup of arrests at state correctional facilities in Centre County, out of State Correctional Institution Benner, and in Schuylkill County, at State Correctional Institution Mahanoy.

The Benner ring included two ringleaders -- inmate James Neff Zonge and his girlfriend Adele Moore -- as well as and eight additional inmates.

Moore, a resident of State College, Pennsylvania, and Zonge were accused of helping start the ring. Officials said Moore successfully applied for COVID-19 unemployment benefits on Zonge's behalf and began doing the same for others. Zonge allegedly received about \$3,000 from the inmates for his help in filing the claims.

Moore allegedly kept the majority of the money for her own personal use. She also received about \$7,000 from inmates for filing the applications and from two of the inmate debit cards that she received for the inmates at her residence. Zonge, meanwhile, netted about \$3,000 from inmates for his part in the scheme.

In total, the SCI Benner ring obtained \$153,470 in fraudulent COVID-19 unemployment payments, according to the attorney's general office.

The other ring, operated out of State Correctional Institution Mahanoy, was allegedly headed by Wendy Danfora, of York, Pennsylvania, and her inmate boyfriend, Markal Munford, who allegedly gathered personal information from inmates to apply for COVID-19 unemployment benefits in their names.

As part of the scheme, Danfora gave a portion of the fraudulent benefits to the inmates, but kept the majority of the \$109,900 in benefits for herself, according to the office.

Munford allegedly gave Danfora names, dates of birth, and social security numbers for other inmates through prison communications starting at the end of May. Prison records show they frequently discussed the scheme during their telephone calls.

Danfora kept the funds to spend on herself and her three children. Together, Danfora and Munford are responsible for at least 13 fraudulent filings, which amount to \$78,994.

Individuals are only eligible for COVID-19 unemployment assistance if they are both unemployed for reasons related to the COVID-19 pandemic and available to work. Inmates are ineligible for unemployment benefits while behind bars.

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**Article 7** ([back to top](#))

[Trump Outlaws Contractors' 'Divisive' Anti-Bias Trainings](#)

Law360

Alyssa Aquino

09/23/20

U.S. President Donald Trump late Tuesday prohibited federal contractors from conducting racial sensitivity trainings while partnered with the government in an executive order that looks to cut at the heart of most workplace anti-discrimination trainings.

Trump announced the executive order in a late Tuesday tweet, saying he was broadening a federal government-wide bar on "divisive and harmful sex and race-based ideologies" to sweep in businesses that contract with the government.

"Americans should be taught to take PRIDE in our Great Country, and if you don't, there's nothing in it for you!" he tweeted.

The executive order builds on an earlier White House memorandum blasting federal agencies for holding "divisive, un-American" instructional sessions on systemic racism. In that Sept. 4 communication, the White House instructed agencies to end racial sensitivity trainings.

According to the order, federal agencies will adopt contract language barring private contractors from holding any workplace training "that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating" during the course of a contract. The order further directs contractors to include that language in subcontracting agreements and purchase orders.

Trump clarified this mandate with a list of concepts that must be struck from any workplace trainings, including "the United States is fundamentally racist or sexist" and that "an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously."

The order also comes with examples of workplace trainings that would now be off-limits. Trump singled out a Treasury Department seminar encouraging employees to avoid color-blind narratives, as well as materials from the Argonne National Laboratories' discussing systemic racism.

According to Trina Fairley Barlow, an employment and government contracts partner in Crowell & Moring LLP, the order covers much of what's seen in workplace bias trainings,

"It's challenging. It would require wholesale changes to what a lot of employers have traditionally viewed as key to anti-discrimination, anti-harassment and anti-bias training," Barlow said on a Wednesday call.

Contractors will have 60 days to get in line with the order, or risk contract termination, debarment and a potential investigation by the U.S. Department of Justice, according to the order.

"There's no question those are some of the most significant penalties ... associated with government contractors," Barlow said, adding that the penalties must be weighed against both federal and state-level anti-discrimination law.

Individuals protected by Title VII of the Civil Rights Act may want the workshops to continue and may view their removal as being discriminatory or creating a hostile work



environment. Several local governments have also mandated some kind of anti-discrimination training, Barlow explained.

"I would be surprised if we didn't see some legal challenges to this," Barlow said, noting that a federal court could freeze the order entirely.

Some contractors may take a wait-and-see approach, but that option may be off the table for small businesses, which wouldn't want to be made an example of, Barlow said.

The government is requiring much of its contractors, leaving some to wonder whether the administration is willing to devote the resources to root out these trainings, Barlow said. But considering how specifically Trump describes the banned material, "it looks like someone is willing to do it," she said.

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**Article 8** ([back to top](#))

[DWD: Unemployment Rates Drop Across Wisconsin Cities, Counties](#)

TMJ 4

Staff

09/23/20

MADISON — Unemployment rates are dropping in Wisconsin across the board, particularly in Rock County, according to the Department of Workforce Development in a new report.

The report cites the U.S. Bureau of Labor Statistics estimates in Wisconsin for August of 2020.

In Metropolitan Statistical Areas, unemployment rates declined in all of Wisconsin's 12 metro areas. The largest decline occurred in the Janesville-Beloit metro area, according to the report.

Milwaukee-Waukesha-West Allis MSA has an unemployment rate of 7.4 percent, the highest in the state. That's compared to 8.6 percent the month before, and 3.8 percent in August of 2019.

In municipalities, unemployment rates declined in all of Wisconsin's 33 largest cities. The largest decrease occurred in the city of Beloit, the DWD finds.

Milwaukee also has the highest rate among cities, at 10.1 percent. That is down from a high of 11.4 percent in July, but up considerably from August of 2019, reported at 5.1 percent.

In Wisconsin's counties, unemployment rates declined in 71 of Wisconsin's 72 counties over the month. The largest decrease occurred in Dodge County, according to the DWD.

Milwaukee County has an unemployment rate of 8.9 percent, only surpassed by Iron, Forest and Menominee counties.

BLS ranks Wisconsin with the 14th best unemployment rank among all states in the U.S., at 6.2 percent.

An 'unemployment rate' is defined by BLS as the percentage of the labor force that is unemployed over a period of time.

[Article 9 \(back to top\)](#)

[U.S. Coronavirus Cases Rise by Nearly 40,000](#)

Wall Street Journal

Ted Mann

09/23/20

The U.S. reported nearly 40,000 new coronavirus cases, a day after passing 200,000 deaths, with new infections trending upward for the past week.

The 39,334 new infections reported Tuesday, according to data compiled by Johns Hopkins University, bring the U.S. total to nearly 6.9 million reported since the outbreak began earlier this year. So far, more than 200,800 people have died in the country, according to Johns Hopkins.

The U.S. leads the world in confirmed cases and deaths. World-wide, some 31.6 million people have been infected and more than 971,000 have died, according to Johns Hopkins data. While the U.S. has more fatalities than any other nation, it doesn't have the highest percentage of fatal cases. The nation's case-fatality rate is currently about 2.9% according to data from Johns Hopkins. The number of deaths per 100,000 people has risen to 61.37; in early July it was closer to 39.

After peaking in mid-July, daily new infections in the U.S. began to trend downward, but they have been going up again since mid-September—especially in the West. The sharpest increases, where the seven-day average number of new cases has been rising in September, occurred in Utah, Wisconsin, Wyoming, Oklahoma and North Dakota, the data show.

Nationwide, the seven-day moving average as of Tuesday was 43,411, and the 14-day average was 40,658. When the seven-day average is higher than the 14-day average, as it has been since Sept. 15, it suggests cases are rising. That was true in 33 states, according to Johns Hopkins data as of Tuesday, down from 44 states on Friday and Saturday. The Johns Hopkins data did include an unusually high figure for Monday, when the state of Texas included backlogged cases in its daily report.

Several factors are likely to contribute to the rising trend, including cooling temperatures, more indoor social activities and growing frustration among the public with public-health measures imposed to combat the virus, said Lisa Lee, an epidemiologist and associate vice president at Virginia Tech.

In contrast to the spring, American society is seeing “a great deal of population mixing,” she said, including air travel and the return of students to college campuses and schools. “You’re bringing people from high-density, high-infection places to other places, and sometimes they will be bringing the virus with them.”

To blunt the spread of disease, the country needs a more concerted effort to abide by public-health measures such as social distancing and mask-wearing, Dr. Lee said, something that can be difficult in the face of frustration with the disruption of normal life and a public that can grow inured to risks.

“It’s so hard to change behavior,” she said. “It’s so much easier to get a biomedical solution, to get a vaccine or treatment.”

Missouri Gov. Mike Parson, a Republican who opposes mandating masks to fight the spread of the virus, announced on Twitter that he and his wife tested positive for Covid-19. Mr. Parson said in a short video message that he did not have symptoms of the disease. In the video, he encouraged members of the public to practice social distancing and to wear masks.

Dr. Jennifer Nuzzo, an epidemiologist at the Center for Health Security at Johns Hopkins Bloomberg School of Public Health, said she is “really worried about the fall.”

Labor Day gatherings may have been a factor helping to drive the recent increase in cases, as well as the reopening of colleges and universities, which can draw together young people who are carrying the virus but not necessarily displaying symptoms, she said.

It is too soon to know if reopening K-12 schools will cause greater community transmission of the virus, in part because the health precautions in place can vary widely, and because experts have insufficient evidence from contact tracing to know how readily the virus is being spread.

“Those data are just not being made publicly available in a way to allow us to say whether opening schools was a good idea or a bad idea,” she said.

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**Article 10** ([back to top](#))

**Secretary Scalia Tweets**



Secretary Scalia   
@SecGeneScalia



Today marked a major milestone in implementing @POTUS's Executive Order on Expanding Apprenticeships in America.

@USDOL recognized the first group of Standards Recognition Entities, which are the foundation for Industry-Recognized Apprenticeship Programs.  
[dol.gov/newsroom/relea...](https://dol.gov/newsroom/relea...)



Secretary Scalia   
@SecGeneScalia



These accrediting bodies will be critical partners as we expand high-quality apprenticeship programs to new industries—like healthcare and advanced manufacturing—while meeting the needs of workers and industry. #Apprenticeship



Secretary Scalia   
@SecGeneScalia



I'm headed to the Triad region of North Carolina today to discuss manufacturing growth, apprenticeship expansion, and #USMCA.

In August, North Carolina added 17,000 jobs, and unemployment dropped to 6.5%, about half of its peak in April.





Secretary Scalia   
@SecGeneScalia



Thank you, Machine Specialties, for being an apprenticeship leader and sharing how #gapnc and @ApprenticeNC helps you develop a highly-skilled workforce. @USDOL's Discover Apprenticeship campaign is helping more workers and employers learn how apprenticeship is a win-win.



Secretary Scalia   
@SecGeneScalia



During a roundtable with local business leaders in Whitsett, NC, we discussed the importance of apprenticeship and work-based learning in developing skilled workforces, as well as @POTUS's efforts to strengthen American manufacturing and secure fair trade agreements like #USMCA.

Message

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**From:** Benjamin, Shenita A - OFCCP CTR [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9CB2432A12734A9BBDB85537FD322DFD-BENJAMIN, S]  
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**CC:** LaJeunesse, Robert - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=c9f3ffa568704a2db7b79e20a25c080e-LaJeunesse,]; Collins, Aida Y - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=32a0355e614f48fcaea5dc512773d16a-Collins, Ai]; Corbin, Jonide - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=7562f2e8d23a437782a0ad40cc50cba9-Simon, Joni]; Harewood, Fiona A - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=8b1d63f61a974190973f614c39868069-Harewood, F]; Hodge, Michele - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=9a2682d410ed45deafdb13d08bcf7b39-Hodge, Mich]; Maiden, Samuel - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=f719bf5bab6e43cd9c195005709647e1-Maiden, Sam]; Navarro, Carmen - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=5666fc8d7dc041e1b2e5e3fe231df766-Navarro, Ca]; Rodriguez, Luis N - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=f015694f022042afa0bcb2900374beed-Rodriguez,]; Sen Diana S - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=e39e65e9739f4cf6b3368f451bfcc23a-Sen, Diana]; Suhr, Jane - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=d86962c51c1d44aaa66fa16566997d4c-Suhr, Jane]; Smith, Kelley - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=0cea2c4e5e114c0daafc5aabb237c96a-Smith, Kell]; Gaglione, Robert J - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=1488b4650b734927906fed5870ab9642-Gaglione, R]; Gean, Lissette - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=bbb9a13178c24aad6b7613f2f9041f3-Gean, Lisse]; Kaiser, Javaid - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=1e5f5c483d9741aa8d6ed6b0dadd6027-Kaiser, Jav]; Kraak, Margaret - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=5d6c06403a2548b7a2fe40c35cc5e1f2-Kraak, Marg]; Spalding, Candice - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=Spalding, Candice - OFCCP]; Williams, Tina T - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=de1ca1bb58004746a50104bd40a50623-Williams, T]; Leung, Kenneth - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=e83ead72f1124a19a6565d1067874925-Leung, Kenn]; Seely, Christopher - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=6b2b2010aaf743ceb373a758390001a1-Seely, Chri]; Parker, Walter - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=a64fa9f8e7c7440ea9f69e2d2643fff2-Parker, Wal]; Tretheway, Andrea - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=4bcdd1bd011a4f19a909b742d2b454dc-Tretheway,]; Speer, Melissa - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=b53edd248cbd4e9a9e572bb94b966ece-Speer, Meli]; Stergio, Marcus - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=37788d9ffe5a46c58fe4cae3ce987968-Stergio, Ma]; Mimnaugh Matthew F - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=cc2fb9589f364481a8c0395c315df87f-Matthew F.]; Rosser, Shamika M -

Subject: Thursday Morning Press Releases/Daily News Clippings: September 24, 2020

### Thursday Morning Press Releases: September 24, 2020- None to Report

Date of Press Release	Company Name	Hyperlink to Release

### Thursday Morning News Clips: September 24, 2020

Article #	Paper	Title
1	Jackson Lewis	<a href="#">OFCCP Launches Guidance Landing Pages for Promotion and Accommodation Focused Reviews</a>
2	Jackson Lewis	<a href="#">Breaking News: President Trump Issues Executive Order on Combating Race and Sex Stereotyping</a>
3	Litter	<a href="#">OFCCP Announces FY 2020 Audit Schedule</a>
4	JDSUPRA	<a href="#">OFCCP Seeks to Impose New Certification Requirement on Contractors</a>
5	Bloomberg Law	<a href="#">Oracle's Win Over DOL Will Shake Up Pay Equity Enforcement (I)</a>

**Article 1** ([back to top](#)) -- [hyperlink to above](#)

Article Title: [OFCCP Launches Guidance Landing Pages for Promotion and Accommodation Focused Reviews](#)

News Source: Jackson Lewis

Reporter's Name: Laura A. Mitchell, Christopher Chrisbens

Date: September 23, 2020

## OFCCP Launches Guidance Landing Pages for Promotion and Accommodation Focused Reviews

By [Laura A. Mitchell & F. Christopher Chrisbens](#) on September 23, 2020

POSTED IN [ENFORCEMENT UPDATE](#)

OFCCP's [most recent CSAL](#) included, for the first time, establishments selected for promotion and accommodation [focused reviews](#). While the Agency has talked for sometime about initiating these types of focused reviews, there has been little information available to help contractors understand what the reviews will entail. Today, the agency has provided some, albeit limited, insight with the Agency's launch of landing pages for both [Promotions Focused Reviews](#) and [Accommodations Focused Reviews](#).

Regarding promotions focused reviews, OFCCP says:

Compliance Officers will review, among other things, contractor policies and procedures, employee personnel files, and personnel data tracking contractors' promotion decisions. Compliance Officers will also conduct interviews with managers responsible for promotion decisions and, if applicable, with affected employees. OFCCP may also evaluate hiring and compensation policies, procedures, and data, as appropriate, to determine



if qualified applicants are being steered into lower paying positions with limited upward mobility or otherwise prevented from advancing professionally.

Importantly, OFCCP states:

“[o]ne aspect of these reviews will be to examine whether discrimination occurs at the intersection of race and gender.

Regarding accommodations focused reviews, OFCCP states:

In conducting these reviews, Compliance Officers will examine a contractor’s policies and procedures related solely to religious and disability accommodations, as identified in the scheduling letter. The Compliance Officer will specifically review documentation relating to accommodation requests and dispositions, with a particular emphasis on denial(s) of accommodation.

However, at least for now, the web pages are short on details. There is no example of the scheduling letters OFCCP will use or, thus, any itemized listing of what data and documents the Agency may require at the outset of a review. However, there is a description of what the scheduling letter will entail:

The scheduling letter specifies the documents and data that a contractor must provide to OFCCP when selected for a promotions [or accommodations] focused review. The letter and itemized listing are tailored to obtain basic affirmative action programs, support data, and information applicable specifically to [accommodations and] promotion opportunities, policies and practices.

Likewise, OFCCP says a Sample On-Site Review Guide and a Sample Focused Review Report are “Coming Soon”.

For now, OFCCP has launched an [FAQ page](#) for promotion and an [FAQ page](#) for accommodation reviews.

Stay tuned for more information and insights on these focused reviews.

Tags: [Accommodation focused reviews](#), [Focused Reviews](#), [OFCCP](#), [Office of Federal Contract Compliance Programs](#), [Promotion Focused Reviews](#)

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**Article 2** ([back to top](#))

Article Title: [Breaking News: President Trump Issues Executive Order on Combating Race and Sex Stereotyping](#)

News Source: Jackson Lewis

Reporter’s Name: Laura A. Mitchell

Date: September 23, 2020

# Breaking News: President Trump Issues Executive Order on Combating Race and Sex Stereotyping

By [Laura A. Mitchell](#) on September 23, 2020

POSTED IN [ENFORCEMENT UPDATE](#)

On September 22, 2020 President Trump issued an Executive Order “on Combating Race and Sex Stereotyping” (“September 22 EO”) covering government contractors and certain grant recipients that outlines what those organizations cannot include in employee training. It appears, the September 22 EO covers all federal contractors and subcontractors and will require contracting agencies to insert a contract clause in contracts (presumably, from the language of the EO new contracts only) entered into 60 days from September 22, 2020 addressing race and sex stereotyping.

Stemming from the belief that

[i]nstructors and materials teaching that men and members of certain races, as well as our most venerable institutions, are inherently sexist and racist are appearing in workplace diversity trainings across the country

the Order establishes a requirement that contractors and grant recipients not use any workplace training that “inculcates in its employees” any form of race or sex stereotyping or any form of race or sex “scapegoating”

This includes prohibition on the following concepts:

one race or sex is inherently superior to another race or sex;

an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;

an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex;

members of one race or sex cannot and should not attempt to treat others without respect to race or sex;

an individual’s moral character is necessarily determined by his or her race or sex;

an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex;

any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or

meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race.

Given this, the Executive Order could severely limit and curtail diversity and inclusion, sexual harassment, and related EEO training contractors and government grant recipients are allowed to provide to their employees.

Interesting, the September 22 EO does not include a provision that regulations be issued to implement its requirements. However, importantly, the Office of Federal Contract Compliance Programs has been tapped as the Agency to enforce the Executive Order. Per the Order, the Director of OFCCP is required to publish a request for information within 30 days of September 22 seeking from federal contractors and subcontractors information regarding training, workshops or “similar programming” provided to employees, and interesting, that those materials, as well as information about the expense, frequency, duration of the trainings be provided to OFCCP. There is no detail or instruction as to what OFCCP is required to do with the submissions. However, the executive order states violators can be subject to contract suspension or termination and the contractor may be subject to suspension or debarment.

In addition, the September 22 EO requires all federal agency heads to review their grant programs, and identify in a report to be provided to the Director of the Office of Management and Budget (“OMB”) within 60 days of issuance of September 22, programs that the agency determines as a condition of receiving grant monies that the

recipient certify that it will not use federal funds to “promote the concepts” identified above with respect to federal government contractor prohibitions in training and related materials.

If fully implemented, the requirements of the Executive Order could require significant modifications to the content of trainings on race and sex including, diversity and inclusion and unconscious bias, that have become the mainstay for many employers, including contractors and grant recipients. Some of these trainings are, or may be, required by other federal or state requirements, which could pose a conflict for contractors.

We anticipate challenges to this Executive Order. We will be following this closely and will be back with future insights and developments.

Tags: [Diversity Training](#), [EEO Training](#), [OFCCP](#), [President Trump Executive Order](#), [Race and Sex Stereotyping](#), [Racial Sensitivity Training](#)

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**Article 3** ([back to top](#))

Article Title: [OFCCP Announces FY 2020 Audit Schedule](#)

News Source: [Litter](#)

Reporter’s Name: [Shahram Samie](#), [Chris Gokturk](#), [Meredith Shoop](#)

Date: [September 23, 2020](#)

## **OFCCP Announces FY 2020 Audit Schedule**

By [Shahram Samie](#), [Chris Gokturk](#), and [Meredith Shoop](#) on [September 23, 2020](#)

[Print](#)

On September 11, 2020, the Office of Federal Contract Compliance Programs (OFCCP) published its FY 2020 [Corporate Scheduling Announcement List \(CSAL\)](#).<sup>1</sup> CSALs give contractors at least 45 days’ notice of an impending OFCCP compliance evaluation (audit). Thus, FY 2020 scheduling letters will not be sent prior to October 26, 2020. Once a contractor receives the scheduling letter, it will have 30 days to submit its Affirmative Action Program (AAP) and supporting data, but the OFCCP will grant an automatic, 30-day extension on the data portion of an audit submission as long as the contractor timely submits the non-data portion of the AAP and requests the extension prior to the initial due date. Further, it is OFCCP’s practice, at the time of this publication due to the COVID-19 pandemic, to provide an additional 30-day extension on desk audit submissions and supporting data as a matter of course.

Key highlights of the new CSAL, discussed further below, include the following:

[Accommodation and promotion focused reviews](#) are among those identified on the CSAL (although OFCCP has not yet proposed a scheduling letter for these types of audits).<sup>2</sup>

When selecting contractors for audit, OFCCP considered whether they had “non-technical” violations listed in the OSHA and DOL enforcement databases; this approach will presumably render employers with OSHA and wage and hour violations in recent years more likely to be selected for compliance evaluation.

200 construction contractors were included for audit, all of which are slated for a compliance check in this CSAL.

Compliance evaluations of universities will cover entire campuses within a city.

As with prior CSALs, it is not uncommon for establishments to be identified on a CSAL even when they are currently undergoing an audit or have recently completed an audit. In our experience, notifying OFCCP of the overlap typically results in administrative closure of the second compliance evaluation.

The FY 2020 CSAL includes 2,250 supply and service establishments as well as 200 construction contractors. The review types are broken down as follows: 700 Compliance Checks (including all 200 construction contractors), 500 Accommodation Focused Reviews, 500 Promotion Focused Reviews, 402 Establishment Reviews, 250 Section 503 Focused Reviews, 67 Corporate Management Compliance Evaluation (CMCE) Reviews and 31 Functional Affirmative Action Program (FAAP) Reviews. This is the first time OFCCP has included construction contractor compliance evaluations in a CSAL. In addition, the new CSAL marks the first time that the list has included Accommodation Focused Reviews and Promotion Focused Reviews, both of which are new types of compliance evaluations about which OFCCP has not yet released specific guidance. In yet another new development, the Section 503 Focused Reviews are no longer limited to contractors' headquarters.

With respect to supply and service establishments, the OFCCP utilized the following criteria to select contractors for compliance evaluations: (1) no more than ten establishments of any parent company; (2) no more than five full compliance reviews for any parent company; (3) no more than two functional units of a company with a FAAP; (4) no more than two CMCE reviews allocated to each district office; and (5) no more than four university reviews assigned to any region. However, despite the five-compliance-review limitation, parent companies may have additional establishments scheduled for Focused Reviews and Compliance Checks.

The OFCCP notes that it "continues to focus its scheduling efforts on those contracts that may be more likely to violate OFCCP's law," which it has done by including establishments with "non-technical violations" that were found in the publicly available enforcement databases of the Occupational Safety and Health Administration (OSHA) and the Wage and Hour Division (WHD). Thus, contractors should note that if they recently have experienced non-technical violations falling under the purview of either OSHA or WHD, they may have a higher risk of appearing on a future CSAL.

The OFCCP selected Establishment Reviews, Promotion Focused Reviews and Compliance Checks for each district office based on highest employee count and ordered them from highest to lowest employee count as follows: (1) Establishment Reviews; (2) Promotion Focused Reviews; and (3) Compliance Checks. In contrast, the OFCCP selected establishments with the lowest employee counts for the Accommodation Focused Reviews and Section 503 Focused Reviews for each district office. This reflects a material change from prior CSALs, which limited focused reviews to contractor headquarters.

Higher education institutions are also identified in the FY 2020 CSAL for the first time. Universities are identified for "establishment review" audits. OFCCP has further clarified in online FAQs that university reviews will include the entire university campus located in a city, excluding campuses in other cities, medical schools, and affiliated hospitals.<sup>3</sup>

Finally, OFCCP included a reminder that it "does not purge unscheduled cases from prior lists before releasing a new scheduled list," meaning that contractors that appeared on prior CSALs but not on the current CSAL should still expect to be audited.

Federal contractors should review the CSALs to identify any facilities and subsidiaries that may be included and take necessary steps to ensure that affirmative action plans are compliant. Further, contractors should determine whether they need to take advantage of the 30-day extension, and, if so, promptly submit the extension request along with the non-data portion of the AAP. Those contractors selected for Accommodation Focused Reviews or Promotion Focused Reviews also should monitor the OFCCP for promised guidance regarding these types of reviews.

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**Article 4** (back to top)

Article Title: OFCCP Seeks to Impose New Certification Requirement on Contractors

News Source: JDSUPRA

Reporter's Name: Jack Blum

Date: September 23, 2020

# OFCCP Seeks to Impose New Certification Requirement on Contractors

Jack Blum

Polsinelli



On September 14, 2020, the Office of Federal Contract Compliance Programs (OFCCP) requested approval from the Office of Management and Budget to require government contractors to certify on an annual basis that they are in compliance with their affirmative action program (AAP) obligations. Under OFCCP's proposal, federal contractors are required to certify on an annual basis that they have complied with applicable AAP requirements. The certification would be done through a new Affirmative Action Program Verification Interface online platform developed by OFCCP.

OFCCP's request for approval is not completely clear about how the agency intends to use this information, but it appears reasonable to expect an uptick in enforcement activity against contractors who fail to certify compliance with their AAP obligations. In one portion of the request, OFCCP notes that its new platform will allow OFCCP to "run a comprehensive and informative report identifying the AAP status of covered federal contractors." The request does not address whether a contractor will face additional consequences, such as for false claims, if it certifies its AAPs are in compliance but OFCCP later determines that certification was incorrect.

Also on September 14, 2020, OFCCP published a Comment Request in the *Federal Register* about the new certification requirement. OFCCP expressed particular interest in comments addressing:

1. The proposed frequency and level of the information collection;
2. Whether the proposed collection of information is necessary for OFCCP's enforcement and compliance assistance functions, including whether they will have practical utility;
3. The accuracy of OFCCP's estimate of the burden of the proposed information collection;
4. Proposals to enhance the quality, utility, and clarity of the information to be collected; and
5. Proposals to minimize the burden of the information collection to respondents.

This new certification likely signals an increase in OFCCP enforcement activity, at least against the low hanging fruit of contractors who fail to certify their compliance with AAP requirements. The impending requirement that contractors affirmatively certify AAP compliance only emphasizes the need for contractors to proactively review their AAPs and ensure compliance with all of OFCCP's requirements.

[Article 5 \(back to top\)](#)

Article Title: [Oracle's Win Over DOL Will Shake Up Pay Equity Enforcement \(1\)](#)

News Source: Bloomberg Law

Reporter's Name: Paige Smith

Date: September 23, 2020

[Daily Labor Report®](#)



A scene from the Oracle OpenWorld 2016 conference in San Francisco.

Photographer: Michael Short/Bloomberg

# Oracle's Win Over DOL Will Shake Up Pay Equity Enforcement (1)

By [Paige Smith](#)

Sept. 23, 2020, 1:02 PM; Updated: Sept. 23, 2020, 5:46 PM

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- Faulty analysis leads agency to wrong conclusion, lawyers say
- Agency can still appeal to Administrative Review Board

Oracle's victory in a Labor Department pay discrimination lawsuit dealt a blow to how the agency scrutinizes federal contractors' compensation practices and will likely alter how it litigates cases alleging unfair pay based on race and sex, lawyers said.

A DOL administrative law judge ruled Tuesday that Oracle didn't discriminate against women and minorities in pay, closing a chapter in the multi-year saga for both the tech giant and the Labor Department's Office of Federal Contract Compliance Programs.

"It's not that OFCCP lost, they were annihilated," said David Cohen, co-chair of the Institute for Workplace Equality, a business group specializing in federal contractor compliance. "OFCCP has to do a complete reset on its approach to evaluating compensation."

How the agency will revamp its approach remains to be seen, and the looming presidential election also adds an element of uncertainty to potential next steps. But this litigation loss for the agency could give the Trump

administration an outlet to back off of oversight and enforcement, said Maya Raghu, the director of workplace equality and senior counsel at the National Women's Law Center.

"To the extent that the agency was going to pursue enforcement actions against companies, I think this gives them ammunition, an argument, to not pursue it," she said.

Oracle is a multi-national software provider based in Redwood City, Calif. The Labor Department sued the company in January 2017, just before President Donald Trump was sworn into office. The company has about 135,000 employees worldwide.

The OFCCP audits federal contractors for compliance with equal employment opportunity and anti-discrimination obligations. These reviews include statistical analyses of contractors' workforce pay data.

It currently has a compensation discrimination suit pending against JPMorgan Chase & Co. It's also settled a number of pay bias allegations against companies including TIAA, Analysis Group, and Cisco.

### Insufficient Statistical Evidence

Oracle isn't the first federal contractor to defeat the agency's allegations of pay discrimination. Analogic Corp., a Boston-based medical imaging and security technology company, didn't discriminate against female workers by paying them less than their male colleagues, a judge found in March 2019.

"If you look back, there are not that many compensation cases that have been litigated by OFCCP, and the two that have been litigated, Analogic and Oracle, OFCCP lost," Cohen said. "And they didn't just lose, they lost big."

Judge Richard M. Clark found that the agency's evidence of the alleged pay bias in the Oracle lawsuit "did not bring the statistics to life and was not suggestive of widespread discrimination by the alleged wrongdoers."

He added that there wasn't "good evidence for OFCCP's allegation that Oracle's executives knew about, hid, and ignored widespread disparities."

An Oracle spokesperson directed Bloomberg Law to a Tuesday press release in which Dorian Daley, the company's general counsel, said, "This case never should have been brought in the first place."

In the Analogic case, Judge Colleen Geraghty similarly found that the statistical analysis of the alleged bias "did not show any difference in female wages that was statistically significant such that any difference could not be attributed to chance or random fluctuation."

The agency's methodology for analyzing compensation practices has been "emphatically rejected" by Judge Clark, said Mickey Silberman, an attorney who represents contractors in discrimination litigation. One immediate effect of the Labor Department loss could be a "chilling effect" on federal contractors' willingness to settle pay bias allegations that were uncovered using that same methodology, considering the agency's losing record in court, he said.

Alissa Horvitz, an attorney with Roffman Horvitz who counsels employers on OFCCP matters, said Clark provided an "important layer of legal interpretation" to the statistics presented by the agency.

"The administrative law judge correctly focuses on the need to ensure that employees are similarly situated when making comparisons about whether or not they are paid fairly," she said. "At the end of the day, if you're

not looking at people who are doing the same job, it is likely that there are going to be differences in pay, and it's very difficult to demonstrate that it's because of race," or gender.

### Future Uncertainty

The agency can appeal the judge's decision to the DOL's Administrative Review Board, but the agency didn't say whether it plans to do so.

"The Department is reviewing the decision and will evaluate its options," said Edwin Nieves, an agency spokesperson.

The Labor Department, helmed by Trump appointee Secretary Eugene Scalia, finalized [a rule](#) in May that expands the secretary's power to review and potentially overturn ARB decisions. Critics have expressed concern that this could politicize the administrative review process.

Katz, Marshall & Banks partner Alexis Ronickher said she finds the ALJ decision "disturbing given the strength of the evidence."

"Civil rights cases that challenge discriminatory practices prevalent throughout a whole industry—like the Oracle litigation does for the tech industry—often fail at the trial level because individual judges apply their biases and in doing so misinterpret the facts and misapply the law," she said in an email. "This is why our legal system has appeals courts that review trial court decisions, and why it is so critical for DOL to appeal this decision so that it receives a rigorous review."

How the agency alters its approach to compensation discrimination depends on who occupies the White House, and the election is in 40 days.

Raghu of NWLC said she anticipates the OFCCP will carry out "the wish list of the business community" if President Donald Trump is elected.

"I feel like this decision will embolden them to continue to pursue that path," she said. If Democratic nominee Joe Biden wins, she sees the prospect of a "more aggressive enforcement posture."

Election aside, Cohen said the OFCCP should more closely align its compensation analysis with standards established by Title VII of the 1964 Civil Rights Act.

"That's what killed them in Analogic, and that's one of the many reasons that killed them in Oracle," he said.

(Updated with additional reporting throughout.)

To contact the reporter on this story: Paige Smith in Washington at [psmith@bloomberglaw.com](mailto:psmith@bloomberglaw.com)

To contact the editors responsible for this story: Jay-Anne B. Casuga at [jcasuga@bloomberglaw.com](mailto:jcasuga@bloomberglaw.com); Martha Mueller Neff at [mmuellerneff@bloomberglaw.com](mailto:mmuellerneff@bloomberglaw.com); Andrew Harris at [aharris@bloomberglaw.com](mailto:aharris@bloomberglaw.com)

*With Appreciation,*

*Shenita A. Benjamin*

Sr. Executive Assistant

Office of Federal Contract Compliance Programs



U.S. Department of Labor  
P: (202) 693-1165  
[Benjamin.Shenita.A@dol.gov](mailto:Benjamin.Shenita.A@dol.gov)



---

**From:**  
**To:** Seely, Christopher - OFCCP  
**Sent:** 9/24/2020 2:36:30 PM  
**Subject:** RE: New EO on Diversity Training  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-24-2020.docx; Voicemail\_EO on Combating Race and Sex Stereotyping\_09-24-2020.docx

Chris, attached are the voicemail script, the help desk script, and a copy of the executive order,

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Thursday, September 24, 2020 10:02 AM  
**To:** Lujan, Theresa - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: New EO on Diversity Training

Theresa,

When will I have the scripts? I need to let Keir know.

Chris Seely

202-[REDACTED]

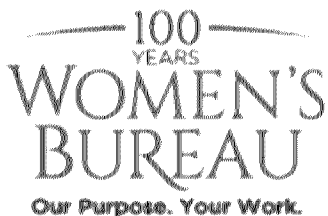
**From:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Thursday, September 24, 2020 10:02 AM  
**To:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: New EO on Diversity Training

FYI

**From:** Leen, Craig - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Thursday, September 24, 2020 12:26 PM  
**To:** Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: New EO on Diversity Training

Please respond to inquiries in the same manner. Thanks.

Craig E. Leen  
OFCCP Director

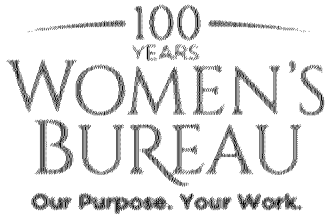


**From:** Leen, Craig - OFCCP  
**Sent:** Thursday, September 24, 2020 12:26 PM  
**To:** Doyle, William E. Jr. <WDoyle@mcguirewoods.com>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO on Diversity Training

Hi Bill. Thanks for reaching out. OFCCP plans to enforce the order directly. We are setting up a hotline to receive complaints regarding training programs under the new EO and EO 11246, and we will be issuing the RFI we've been directed to issue. Federal contractors must not include race and sex stereotyping and scapegoating in their training programs.

Best regards,  
Craig

Craig E. Leen  
OFCCP Director



**From:** Doyle, William E. Jr. <[WDoyle@mcguirewoods.com](mailto:WDoyle@mcguirewoods.com)>  
**Sent:** Thursday, September 24, 2020 11:46 AM  
**To:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Subject:** New EO on Diversity Training

Hi, Craig, I hope you are doing well. Do you know if DOL/OFCCP is planning to take regulatory action to implement the new EO on divisive diversity training through a rulemaking process or will it become effective and impose requirements even before DOL/OFCCP rulemaking? As you can imagine, have many clients asking about this and there are a lot of vague points. Many thanks for any clarification you could offer on the process.  
Best, Bill.

**From:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Sent:** Tuesday, July 28, 2020 5:21 PM  
**To:** Doyle, William E. Jr. <[WDoyle@mcguirewoods.com](mailto:WDoyle@mcguirewoods.com)>  
**Subject:** Re: ERCA

**\*\*EXTERNAL EMAIL: use caution with links and attachments\*\***

Let's talk now. I'll call you on your cell if that would work.

Get [Outlook for iOS](#)

---

**From:** Doyle, William E. Jr. <[WDoyle@mcguirewoods.com](mailto:WDoyle@mcguirewoods.com)>  
**Sent:** Tuesday, July 28, 2020 5:19:34 PM  
**To:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Subject:** RE: ERCA

Could speak now quickly or tomorrow am?

**From:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Sent:** Tuesday, July 28, 2020 5:19 PM  
**To:** Doyle, William E. Jr. <[WDoyle@mcguirewoods.com](mailto:WDoyle@mcguirewoods.com)>  
**Subject:** Re: ERCA

**\*\*EXTERNAL EMAIL: use caution with links and attachments\*\***

Good afternoon Bill. I'd be happy to speak. When would be good?

**From:** Doyle, William E. Jr. <WDoyle@mcguirewoods.com>  
**Sent:** Tuesday, July 28, 2020 2:30:57 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Subject:** ERCA

Hi, Craig, could you do a quick call to discuss a potential ERCA on a matter for which we have not spoken?

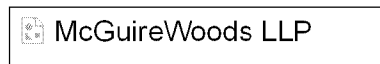
Best, Bill.

**William E. Doyle Jr.**

Partner  
McGuireWoods LLP  
501 Fayetteville St.  
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Raleigh, NC 27601  
T: +1 919 755 6690  
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[wdoyle@mcguirewoods.com](mailto:wdoyle@mcguirewoods.com)

Bio | VCard | [www.mcguirewoods.com](http://www.mcguirewoods.com)



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## **HELP DESK SCRIPT: Executive Order on Combating Race and Sex Stereotyping (Attached)**

*This Help Desk Script provides the OFCCP Help Desk staff with pertinent information to direct callers to the proper points of contact regarding settlements.*

Issue Name: EXECUTIVE ORDER ON COMBATING RACE AND SEX STEREOTYPING

Information Text: The President of the United States issued the Executive Order on Combating Race and Sex Stereotyping on September 22, 2020 to promote economy and efficiency in Federal contracting, to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating.

In accordance with this new executive order, the Office of Federal Contract Compliance Programs (OFCCP) set up a hotline to receive complaints regarding workplace training programs under the new executive order and Executive Order 11246. Additionally, the U.S. Department of Labor and OFCCP are currently implementing the new order, which is effective immediately, except for contracts entered into 60 days (November 21, 2020) after the date of this order.

Federal contractors must not include race and sex stereotyping and scapegoating in their training programs. If an individual believes a workplace training program violates this executive order, they may file a complaint under Executive Order 11246. The individual may file the complaint electronically through the OFCCP website at <https://www.dol.gov/agencies/ofccp/contact/file-complaint> or we can send them a copy of the complaint by email or regular mail.

As background, training employees to create an inclusive workplace is appropriate and beneficial. However, the participation of contractors' employees in training that promotes race or sex stereotyping or scapegoating similarly undermines efficiency in Federal contracting. The executive order includes nine examples of the concepts it aims to ban from trainings. Below are four examples:

- (1) one race or sex is inherently superior to another race or sex;
- (2) the United States is fundamentally racist or sexist;
- (3) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
- (4) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex;

The help desk will become familiar with the following terms and their definition from the executive order:

- The term “divisive concepts” also includes any other form of race or sex stereotyping or any other form of race or sex scapegoating.
- “Race or sex stereotyping” means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex.
- “Race or sex scapegoating” means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex. It similarly encompasses any claim that, consciously or unconsciously, and by virtue of his or her race or sex, members of any race are inherently racist or are inherently inclined to oppress others.

Questions to ask the caller:

- (1) What is your first and last name?
- (2) What is the best number to reach you?
- (3) Do you have a secondary number you would like to share at this time?
- (4) What is the name of the company you work for?
- (5) Would you please describe details of the training you have concerns about?
- (6) Did staff from your company provide the training or did the company hire an outside firm to provide the training?
- (7) If you are interested in filing a complaint, we have three ways to file, electronically, receive the complaint by email, or receive the complaint through the mail. How would like to file a complaint?

Contact Information: Office Name: Help Desk  
Supervisor: Theresa Lujan @ Lujan.Theresa@dol.gov  
Manager: Christopher Seely @ Seely.Christopher@dol.gov  
Telephone: Add Hotline Number

Voicemail Message

**Executive Order on Combating Race and Sex Stereotyping  
Issued September 22, 2020**

Thank you for calling the Office of Federal Contract Compliance Programs hotline created for the Executive Order on Combating Race and Sex Stereotyping. We set up this hotline to receive complaints regarding workforce training programs under the new executive order and Executive Order 11246. In summary, federal contractors must not include race and sex stereotyping and scapegoating in their training programs. The U.S. Department of Labor and OFCCP are currently implementing the new executive order, which is effective immediately, except for contracts entered into 60 days (November 21, 2020) after the date of this order.

Please leave your name, telephone number, and a brief message explaining your complaint, and an OFCCP staff member will return your call.

If you have a question about OFCCP laws, our complaint process, or general inquiries, please hang up and call our Help Desk at 1-800-397-6251 or the TTY line at 1-877-889-5627.

You may also visit the OFCCP website at [dol.gov/agencies/ofccp](https://dol.gov/agencies/ofccp) for more information.

Thank you.

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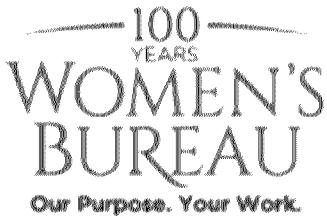
**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Leen, Craig - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/24/2020 12:59:54 PM  
**Subject:** RE: New EO on Diversity Training

Got it.

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**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
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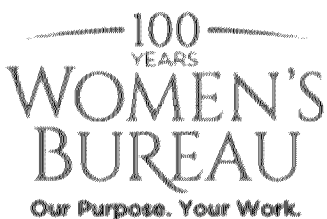


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**Subject:** Re: ERCA

**\*\*EXTERNAL EMAIL: use caution with links and attachments\*\***

Let's talk now. I'll call you on your cell if that would work.

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Bio | [VCard](#) | [www.mcguirewoods.com](http://www.mcguirewoods.com)

 McGuireWoods LLP

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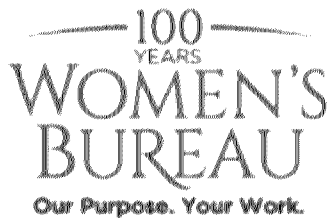
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**To:** Dankowitz, Beverly - SOL  
**Sent:** 9/24/2020 1:00:34 PM  
**Subject:** FW: New EO on Diversity Training

For situational awareness.

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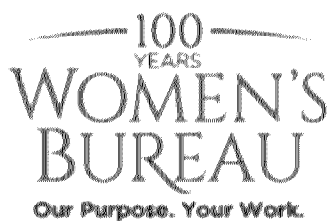


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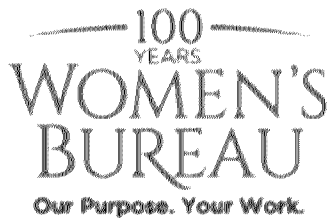
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**Sent:** 9/24/2020 1:00:47 PM  
**Subject:** FW: New EO on Diversity Training

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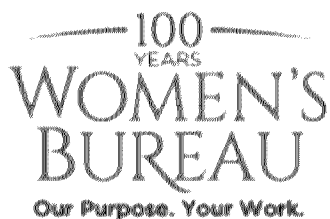


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 McGuireWoods LLP

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**To:** Lujan, Theresa - OFCCP [b(6)]@dol.gov]  
**From:** Seely, Christopher - OFCCP  
**Sent:** Thur 9/24/2020 3:56:32 PM  
**Subject:** RE: New EO on Diversity Training

Theresa- we need to talk.

Chris Seely

202-[b(6)]

**From:** Lujan, Theresa - OFCCP [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 11:38 AM  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: New EO on Diversity Training

Chris, attached are the voicemail script, the help desk script, and a copy of the executive order.

Theresa

**From:** Seely, Christopher - OFCCP [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 10:02 AM  
**To:** Lujan, Theresa - OFCCP [b(6)]@dol.gov>  
**Subject:** FW: New EO on Diversity Training

Theresa,

When will I have the scripts? I need to let Keir know.

Chris Seely

202-[b(6)]

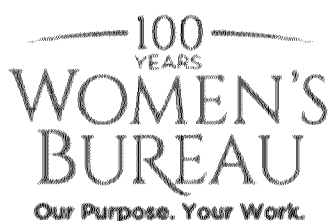
**From:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 10:01 AM  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
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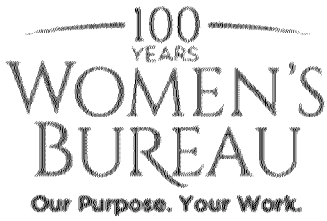


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DOL008838

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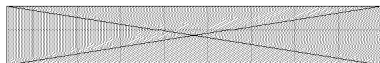
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**To:** Seely, Christopher - OFCCP  
**Sent:** 9/24/2020 1:10:45 PM  
**Subject:** RE: New EO on Diversity Training

I am

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 10:06 AM  
**To:** Lujan, Theresa - OFCCP <b(6)@dol.gov>  
**Subject:** RE: New EO on Diversity Training

Okay – make sure you utilize Craig's email language.

Chris Seely

202- b(6)

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I am finishing them now. I should have them in an hour.

Theresa

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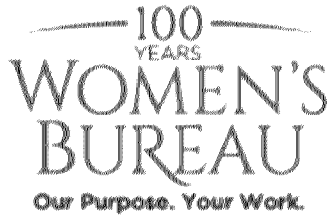
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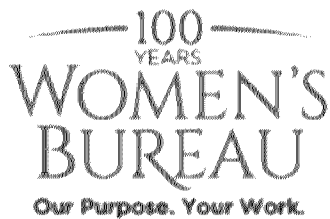
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DOL008841

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**To:** Leen, Craig - OFCCP (Leen.Craig@dol.gov)  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Smith, Kelley - OFCCP  
**Sent:** 9/24/2020 12:25:53 PM  
**Subject:** All Staff Meeting Talking Points - 9.24.2020  
**Attachments:** All Staff Meeting Talking Points\_09242020.docx

Hi Craig,

I am attaching the talking points for today's all staff meeting.

Thanks,  
L

**Lissette Geán**  
Chief of Staff  
Office of Federal Contract Compliance Programs

**b(6)** @dol.gov





## All Staff Meeting Talking Points

Thursday, September 24, 2020

- Honoring Judge Ruth Bader Ginsburg
- 55<sup>th</sup> Anniversary of Signing of Executive Order 11246
- Oracle Order
- September 22 Executive Order
  - President Trump issued the September 22, 2020 Executive Order to combat race or sex stereotyping or scapegoating.
  - OFCCP will enforce the order. Federal contractor training programs must not include race or sex stereotyping or scapegoating.
  - The EO directs OFCCP to establish a hotline and investigate complaints of prohibited training programs.
  - The EO covers all federal contractors and subcontractors. It requires contracting agencies to insert a contract clause in contracts entered into 60 days from September 22, 2020 addressing race and sex stereotyping.
- Promotions and Accommodations Focused Reviews – Landing Pages
- DOROs
  - I want to recognize our DOROs:
    - Eduardo Fontaine – NE
    - Evan Szarenski – Mid-Atlantic
    - Jonide Corbin – SE
    - Pamela Quinn – Acting DORO in MW
    - Ronald Sullivan – SWARM
    - Luis Rodriguez – Deputy Regional Director in PA but Acting DORO
  - In the field, the new CMS fell on their shoulders and they did a great job – while leading us through another record-setting year.
  - I cannot talk about CMS without thanking Kelley and the whole CMS team.



---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Peters, Pamela - ASP; Edwards, Michelle - OASP; Davis, Karlyn - ASP  
**CC:** Williams, Tina T - OFCCP; Gean, Lissette - OFCCP; Swirsky, Stephanie - ASP; Dawkins, Laura M - ASP; Bickerstaffe, Keir - SOL; Dankowitz, Beverly - SOL; Carson, Sarah J - OFCCP  
**Sent:** 9/24/2020 2:03:31 PM  
**Subject:** Stereotyping/Scapegoating EO RID Form  
**Attachments:** Final Fall RID\_FORM Fall\_2020 Executive Order Stereotyping-Scapegoating.docx

Hello,

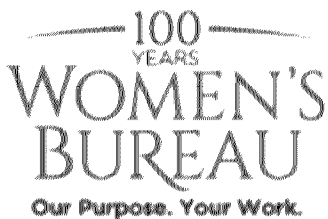
Attached is the RID Form. I wasn't certain whether an RFI would go on the Regulatory Plan (or if it is too late). Also, for EO 13771, it doesn't seem to fit neatly as an exemption based on the guidance we found, so we thought to mark it as "other."

Please let me know if you need us to make any changes.

Thank you in advance.

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202-b(6) (mobile)  
Pronouns: he/him/his



## REGULATORY INFORMATION SERVICE CENTER Regulatory Information Data Form

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DEPARTMENT/AGENCY AND BUREAU/OFFICE ISSUING REGULATION U.S. Department of Labor, Office of Federal Contract Compliance Programs	REGULATION IDENTIFIER NUMBER (RIN), IF KNOWN. (OTHERWISE ENTER AGENCY CODE.) 1250 - _ _ _ _	REGULATORY FLEXIBILITY ACT SECTION 610 REVIEW (Check appropriate box if applicable.) <input type="checkbox"/> Section 610 Review (Planned or Current) <input type="checkbox"/> Completion of a Section 610 Review <input type="checkbox"/> Rulemaking Resulting From a Section 610 Review	
TITLE OF REGULATION Implementing the Executive Order on Combating Race and Sex Stereotyping			
REGULATORY PLAN Include in the Regulatory Plan: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
PRIORITY Priority Category: (Please select one.) <input type="checkbox"/> Economically Significant <input type="checkbox"/> Substantive, Nonsignificant <input type="checkbox"/> Informational/Administrative/Other <input checked="" type="checkbox"/> Other Significant <input type="checkbox"/> Routine and Frequent			
UNFUNDED MANDATES Subject to section 202 of the Unfunded Mandates Reform Act (PL 104-4): <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Undetermined (If Yes, check all affected categories.) <input type="checkbox"/> State, local, or tribal governments <input type="checkbox"/> Private sector			
MAJOR Major under 5 USC 801 (PL 104-121): <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Undetermined			
EO 13771 Designation: AS DESCRIBED IN Attachment 3 of the August 18, 2017, data call memorandum <input type="checkbox"/> Deregulatory <input type="checkbox"/> Regulatory <input type="checkbox"/> Fully or Partially Exempt <input type="checkbox"/> Not subject to, not significant <input checked="" type="checkbox"/> Other <input type="checkbox"/> Independent agency			
LEGAL AUTHORITY <input type="checkbox"/> Not Yet Determined <input type="checkbox"/> Check here if there are additional legal authorities not listed below Executive Order on Combating Race and Sex Stereotyping Executive Order 11246			
CFR CITATION <input checked="" type="checkbox"/> None <input type="checkbox"/> Not Yet Determined <input type="checkbox"/> Check here if there are additional CFR citations not listed below CFR CFR CFR CFR CFR CFR			
LEGAL DEADLINE 10/22/2020 <input type="checkbox"/> None			
ACTION	SOURCE	DEADLINE DATE	DESCRIPTION
<input type="checkbox"/> NPRM <input type="checkbox"/> Final <input checked="" type="checkbox"/> Other	<input type="checkbox"/> Statutory <input type="checkbox"/> Judicial	10 / 22 / 2020	Request for Information
<input type="checkbox"/> NPRM <input type="checkbox"/> Final <input type="checkbox"/> Other	<input type="checkbox"/> Statutory <input type="checkbox"/> Judicial	/ /	
<input type="checkbox"/> NPRM <input type="checkbox"/> Final <input type="checkbox"/> Other	<input type="checkbox"/> Statutory <input type="checkbox"/> Judicial	/ /	
<input type="checkbox"/> NPRM <input type="checkbox"/> Final <input type="checkbox"/> Other	<input type="checkbox"/> Statutory <input type="checkbox"/> Judicial	/ /	
<input type="checkbox"/> NPRM <input type="checkbox"/> Final <input type="checkbox"/> Other	<input type="checkbox"/> Statutory <input type="checkbox"/> Judicial	/ /	
OVERALL DESCRIPTION OF DEADLINE			
ABSTRACT (Attach additional sheet if necessary. For Regulatory Plan entries in fall editions, attach additional sheets to report Statement of Need, Summary of Legal Basis, Alternatives, Anticipated Costs and Benefits, and Risks.)  To comply with the Executive Order on Combating Race and Sex Stereotyping, OFCCP is publishing a request for information seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. It will also request copies of any training, workshop, or similar programming having to do with diversity and inclusion as well as information about the duration, frequency, and expense of such activities.			

**TIMETABLE**  Next Action Undetermined (Attach additional sheet if necessary.)

If the "Next Action" is not one of the standard actions printed on this form, please indicate the stage:  Prerule  Proposed  Final

(If the "Next Action" is more than 1 year after publication of the Agenda, the stage will automatically be "Long-Term." If the Agenda entry is completed, please indicate by a check in the completion column which action has completed the rulemaking. Check only one line.)

ACTION	DATE	FR CITATION	COMPLETION
ANPRM	/ /	FR	
ANPRM Comment Period End	/ /	FR	
NPRM	/ /	FR	
NPRM Comment Period End	/ /	FR	
Interim Final Rule	/ /	FR	
Interim Final Rule Comment Period End	/ /	FR	
Interim Final Rule Effective	/ /	FR	
Final Action	10 / 22 / 20	FR	
Final Action Effective	/ /	FR	
Begin Review of Current Regulation	/ /	FR	
End Review of Current Regulation	/ /	FR	

**REGULATORY FLEXIBILITY ANALYSIS REQUIRED**  
 (If your answer to this question is "No" or "Undetermined," you may wish to complete the optional question "SMALL ENTITIES AFFECTED" to indicate some impact on small entities.)

Is an analysis required by the Regulatory Flexibility Act because this rulemaking is likely to have a significant economic impact on a substantial number of small entities?

Yes  No  Undetermined

If Yes, check affected small entities (Check all that apply.)  Businesses  Governmental jurisdictions  Organizations

**SMALL ENTITIES AFFECTED (Optional question)** Is this rulemaking likely to have some impact on small entities?  Yes  No

If Yes, check affected small entities (Check all that apply.)  Businesses  Governmental jurisdictions  Organizations

**GOVERNMENT LEVELS AFFECTED**  
 Effects on levels of government:  Yes  No  Undetermined

If Yes, check affected governments (Check all that apply.)  State  Local  Tribal  Federal

**FEDERALISM IMPLICATIONS**  
 Is this rulemaking likely to have "federalism implications" as defined in Executive Order 13132?  Yes  No  Undetermined

**ENERGY EFFECTS (Optional)**  
 Agency has prepared or plans to prepare Statement of Energy Effects.  Yes  No  Undetermined

**INTERNATIONAL IMPACTS**  
 Will this regulatory action be likely to have international trade and investment effects, or otherwise be of international interest?  Yes  No

**AGENCY CONTACT (If more than 1 contact, attach additional sheet.)**

First Name: Tina Middle Name: T. Last Name: Williams Prefix: (COL, Dr., etc.) Suffix: (Jr., Sr., etc.)

Title: Director of Policy and Program Development

Contact Agency Code: (Fill in only if contact person's address is at an agency other than the agency issuing the regulation.)

Address: (Put room number or mail stop, if any, on first line of address.)  
 200 Constitution Ave NW Suite C-3325, Washington, DC 20210

Telephone: 202-693-0103 FAX: TDD:202-693-1337

E-Mail:  
 Williams.tina.t@dol.gov

URLs (Optional)  
 For more information about this RIN (Usually link to program office): <http://www.dol.gov/agencies/ofccp>

For public comments on this RIN: <http://>

**ADDITIONAL INFORMATION (Optional)**

**AGENCY SORT CODES (Optional)**  
 1. 2.

**COMPLIANCE COST TO THE PUBLIC (Optional)** (Do not enter dollar signs, commas, or decimal points. Negative numbers are OK.)  
 Initial (Administrative Startup and/or Capital) Cost: \$ Yearly Recurring (Annual Operating) Cost: \$ Base Year of Your Dollar Estimates:

**AFFECTED SECTORS (Optional)** (List one or more NAICS codes.)

**RELATED RINS (Optional)** (List one or more related RINs.)

-----  Merged  Split  New Activity  Duplicate  Related Activity

-----  Merged  Split  New Activity  Duplicate  Related Activity

**RELATED AGENCIES (Optional)** (List one or more related Agencies.)

Agency:  Joint Rule  Common Rule

**From:** Peters, Pamela - ASP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=5F882DC3A2E2403FB97C5660BF0AF7DC-PETERS, PAM>  
**To:** Seely, Christopher - OFCCP; Edwards, Michelle - OASP; Davis, Karlyn - ASP  
**CC:** Williams, Tina T - OFCCP; Gean, Lissette - OFCCP; Swirsky, Stephanie - ASP; Dawkins, Laura M - ASP; Bickerstaffe, Keir - SOL; Dankowitz, Beverly - SOL; Carson, Sarah J - OFCCP; Edwards, Michelle - OASP  
**Sent:** 9/24/2020 2:06:54 PM  
**Subject:** RE: Stereotyping/Scapegoating EO RID Form

Hi Chis,

You are correct, the RFI will not appear as a reg plan item on the agenda, and it is not subject to EO 13771.

We will send you the ZRIN as soon as we have it.

Thanks again,  
Pam

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Thursday, September 24, 2020 2:04 PM  
**To:** Peters, Pamela - ASP <[REDACTED]@dol.gov>; Edwards, Michelle - OASP <[REDACTED]@dol.gov>; Davis, Karlyn - ASP <Davis.Karlyn@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>; Swirsky, Stephanie - ASP <Swirsky.Stephanie@dol.gov>; Dawkins, Laura M - ASP <Dawkins.Laura.M@dol.gov>; Bickerstaffe, Keir - SOL <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Carson, Sarah J - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Stereotyping/Scapegoating EO RID Form

Hello,

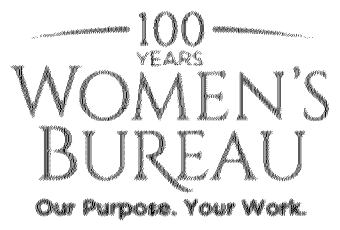
Attached is the RID Form. I wasn't certain whether an RFI would go on the Regulatory Plan (or if it is too late). Also, for EO 13771, it doesn't seem to fit neatly as an exemption based on the guidance we found, so we thought to mark it as "other."

Please let me know if you need us to make any changes.

Thank you in advance.

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

[REDACTED] (mobile)  
Pronouns: he/him/his



**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Carson, Sarah J - OFCCP; Cummings, Cody - OFCCP; Good, Tina - OFCCP; Hall, Drew A - OFCCP; Lucas, Reginald T - OFCCP; Regan, Jaime L - OFCCP; Smith, Dina - OFCCP; Todd, Valerie - OFCCP  
**CC:** Parker, Walter - OFCCP  
**Sent:** 9/28/2020 12:03:05 PM  
**Subject:** FW: Stereotyping/Scapegoating EO RID Form  
**Attachments:** Final Fall RID\_FORM Fall\_2020 Executive Order Stereotyping-Scapegoating.docx

FYI

Chris Seely

b(6)

**From:** Edwards, Michelle - OASP <b(6)@dol.gov>  
**Sent:** Monday, September 28, 2020 8:52 AM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Davis, Karlyn - ASP <Davis.Karlyn@dol.gov>; Williams, Tina T - OFCCP <Williams.Tina.T@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Cc:** 'Patchimanon, Pisanu (OFR)' <b(6)@gpo.gov>; Dawkins, Laura M - ASP <b(6)@dol.gov>; Swirsky, Stephanie - ASP <Swirsky.Stephanie@dol.gov>  
**Subject:** Stereotyping/Scapegoating EO RID Form

Good morning Chris,

The ZRIN for the attached RID form is 1250-ZA01.

**Michelle Edwards**  
Program Analyst  
Department of Labor  
(202) b(6)

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 2:04 PM  
**To:** Peters, Pamela - ASP <b(6)@dol.gov>; Edwards, Michelle - OASP <b(6)@dol.gov>; Davis, Karlyn - ASP <Davis.Karlyn@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>; Swirsky, Stephanie - ASP <Swirsky.Stephanie@dol.gov>; Dawkins, Laura M - ASP <b(6)@dol.gov>; Bickerstaffe, Keir - SOL <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>; Carson, Sarah J - OFCCP <b(6)@dol.gov>  
**Subject:** Stereotyping/Scapegoating EO RID Form

Hello,

Attached is the RID Form. I wasn't certain whether an RFI would go on the Regulatory Plan (or if it is too late). Also, for EO 13771, it doesn't seem to fit neatly as an exemption based on the guidance we found, so we thought to mark it as "other."

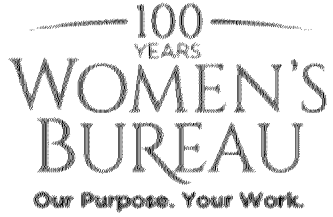
Please let me know if you need us to make any changes.

Thank you in advance.

Chris Seely

Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

20: b(6) (mobile)  
Pronouns: he/him/his



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TITLE OF REGULATION Implementing the Executive Order on Combating Race and Sex Stereotyping			
REGULATORY PLAN Include in the Regulatory Plan: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
PRIORITY Priority Category: (Please select one.) <input type="checkbox"/> Economically Significant <input type="checkbox"/> Substantive, Nonsignificant <input type="checkbox"/> Informational/Administrative/Other <input checked="" type="checkbox"/> Other Significant <input type="checkbox"/> Routine and Frequent			
UNFUNDED MANDATES Subject to section 202 of the Unfunded Mandates Reform Act (PL 104-4): <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Undetermined (If Yes, check all affected categories.) <input type="checkbox"/> State, local, or tribal governments <input type="checkbox"/> Private sector			
MAJOR Major under 5 USC 801 (PL 104-121): <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Undetermined			
EO 13771 Designation: AS DESCRIBED IN Attachment 3 of the August 18, 2017, data call memorandum <input type="checkbox"/> Deregulatory <input type="checkbox"/> Regulatory <input type="checkbox"/> Fully or Partially Exempt <input type="checkbox"/> Not subject to, not significant <input checked="" type="checkbox"/> Other <input type="checkbox"/> Independent agency			
LEGAL AUTHORITY <input type="checkbox"/> Not Yet Determined <input type="checkbox"/> Check here if there are additional legal authorities not listed below Executive Order on Combating Race and Sex Stereotyping Executive Order 11246			
CFR CITATION <input checked="" type="checkbox"/> None <input type="checkbox"/> Not Yet Determined <input type="checkbox"/> Check here if there are additional CFR citations not listed below CFR CFR CFR CFR CFR CFR			
LEGAL DEADLINE 10/22/2020 <input type="checkbox"/> None			
ACTION	SOURCE	DEADLINE DATE	DESCRIPTION
<input type="checkbox"/> NPRM <input type="checkbox"/> Final <input checked="" type="checkbox"/> Other	<input type="checkbox"/> Statutory <input type="checkbox"/> Judicial	10 / 22 / 2020	Request for Information
<input type="checkbox"/> NPRM <input type="checkbox"/> Final <input type="checkbox"/> Other	<input type="checkbox"/> Statutory <input type="checkbox"/> Judicial	/ /	
<input type="checkbox"/> NPRM <input type="checkbox"/> Final <input type="checkbox"/> Other	<input type="checkbox"/> Statutory <input type="checkbox"/> Judicial	/ /	
<input type="checkbox"/> NPRM <input type="checkbox"/> Final <input type="checkbox"/> Other	<input type="checkbox"/> Statutory <input type="checkbox"/> Judicial	/ /	
<input type="checkbox"/> NPRM <input type="checkbox"/> Final <input type="checkbox"/> Other	<input type="checkbox"/> Statutory <input type="checkbox"/> Judicial	/ /	
OVERALL DESCRIPTION OF DEADLINE			
ABSTRACT (Attach additional sheet if necessary. For Regulatory Plan entries in fall editions, attach additional sheets to report Statement of Need, Summary of Legal Basis, Alternatives, Anticipated Costs and Benefits, and Risks.)  To comply with the Executive Order on Combating Race and Sex Stereotyping, OFCCP is publishing a request for information seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. It will also request copies of any training, workshop, or similar programming having to do with diversity and inclusion as well as information about the duration, frequency, and expense of such activities.			



**TIMETABLE**  Next Action Undetermined *(Attach additional sheet if necessary.)*

If the "Next Action" is not one of the standard actions printed on this form, please indicate the stage:  Prerule  Proposed  Final

*(If the "Next Action" is more than 1 year after publication of the Agenda, the stage will automatically be "Long-Term." If the Agenda entry is completed, please indicate by a check in the completion column which action has completed the rulemaking. Check only one line.)*

ACTION	DATE	FR CITATION	COMPLETION
ANPRM	/ /	FR	
ANPRM Comment Period End	/ /	FR	
NPRM	/ /	FR	
NPRM Comment Period End	/ /	FR	
Interim Final Rule	/ /	FR	
Interim Final Rule Comment Period End	/ /	FR	
Interim Final Rule Effective	/ /	FR	
Final Action	10 / 22 /20	FR	
Final Action Effective	/ /	FR	
Begin Review of Current Regulation	/ /	FR	
End Review of Current Regulation	/ /	FR	

**REGULATORY FLEXIBILITY ANALYSIS REQUIRED**  
*(If your answer to this question is "No" or "Undetermined," you may wish to complete the optional question "SMALL ENTITIES AFFECTED" to indicate some impact on small entities.)*

Is an analysis required by the Regulatory Flexibility Act because this rulemaking is likely to have a significant economic impact on a substantial number of small entities?

Yes  No  Undetermined

If Yes, check affected small entities *(Check all that apply.)*  Businesses  Governmental jurisdictions  Organizations

**SMALL ENTITIES AFFECTED** *(Optional question)* Is this rulemaking likely to have some impact on small entities?  Yes  No

If Yes, check affected small entities *(Check all that apply.)*  Businesses  Governmental jurisdictions  Organizations

**GOVERNMENT LEVELS AFFECTED**

Effects on levels of government:  Yes  No  Undetermined

If Yes, check affected governments *(Check all that apply.)*  State  Local  Tribal  Federal

**FEDERALISM IMPLICATIONS**

Is this rulemaking likely to have "federalism implications" as defined in Executive Order 13132?  Yes  No  Undetermined

**ENERGY EFFECTS** *(Optional)*

Agency has prepared or plans to prepare Statement of Energy Effects.  Yes  No  Undetermined

**INTERNATIONAL IMPACTS**

Will this regulatory action be likely to have international trade and investment effects, or otherwise be of international interest?  Yes  No

**AGENCY CONTACT** *(If more than 1 contact, attach additional sheet.)*

First Name: Tina Middle Name: T. Last Name: Williams Prefix: (COL, Dr., etc.) Suffix: (Jr., Sr., etc.)

Title: Director of Policy and Program Development

Contact Agency Code: *(Fill in only if contact person's address is at an agency other than the agency issuing the regulation.)*

Address: *(Put room number or mail stop, if any, on first line of address.)*  
 200 Constitution Ave NW Suite C-3325, Washington, DC 20210

Telephone: 202-693-0103 FAX: TDD:202-693-1337

E-Mail:  
 Williams.tina.t@dol.gov

URLs *(Optional)*  
 For more information about this RIN (Usually link to program office): <http://www.dol.gov/agencies/ofccp>

For public comments on this RIN: <http://>

**ADDITIONAL INFORMATION** *(Optional)*

**AGENCY SORT CODES** *(Optional)*

1. 2.

**COMPLIANCE COST TO THE PUBLIC** *(Optional)* *(Do not enter dollar signs, commas, or decimal points. Negative numbers are OK.)*

Initial (Administrative Startup and/or Capital) Cost: \$ Yearly Recurring (Annual Operating) Cost: \$ Base Year of Your Dollar Estimates:

**AFFECTED SECTORS** *(Optional)* *(List one or more NAICS codes.)*

**RELATED RINS** *(Optional)* *(List one or more related RINs.)*

-----  Merged  Split  New Activity  Duplicate  Related Activity

-----  Merged  Split  New Activity  Duplicate  Related Activity

**RELATED AGENCIES** *(Optional)* *(List one or more related Agencies.)*

Agency:  Joint Rule  Common Rule

**From:** Good, Tina - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=1C2609AF77764F9B8394937FFDECC604-GOOD, TINA>  
**To:** Seely, Christopher - OFCCP  
**Sent:** 9/28/2020 12:07:02 PM  
**Subject:** RE: Stereotyping/Scapegoating EO RID Form

Thanks

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Monday, September 28, 2020 12:03 PM  
**To:** Carson, Sarah J - OFCCP <[REDACTED]@dol.gov>; Cummings, Cody - OFCCP <[REDACTED]@dol.gov>; Good, Tina - OFCCP <Good.Tina@dol.gov>; Hall, Drew A - OFCCP <Hall.Drew.A@dol.gov>; Lucas, Reginald T - OFCCP <[REDACTED]>; Regan, Jaime L - OFCCP <[REDACTED]>; Smith, Dina - OFCCP <[REDACTED]@dol.gov>; Todd, Valerie - OFCCP <[REDACTED]>  
**Cc:** Parker, Walter - OFCCP <[REDACTED]>  
**Subject:** FW: Stereotyping/Scapegoating EO RID Form

FYI

Chris Seely  
[REDACTED]

**From:** Edwards, Michelle - OASP <[REDACTED]@dol.gov>  
**Sent:** Monday, September 28, 2020 8:52 AM  
**To:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Davis, Karlyn - ASP <Davis.Karlyn@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Patchimanon, Pisanu (C) <[REDACTED]@dol.gov>; Dawkins, Laura M - ASP <[REDACTED]@dol.gov>; Swirsky, Stephanie - ASP <Swirsky.Stephanie@dol.gov>  
**Subject:** Stereotyping/Scapegoating EO RID Form

Good morning Chris,  
The ZRIN for the attached RID form is 1250-ZA01.

Michelle Edwards  
Program Analyst  
Department of Labor  
(202) 693-[REDACTED]

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Thursday, September 24, 2020 2:04 PM  
**To:** Peters, Pamela - ASP <[REDACTED]@dol.gov>; Edwards, Michelle - OASP <[REDACTED]@dol.gov>; Davis, Karlyn - ASP <Davis.Karlyn@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>; Swirsky, Stephanie - ASP <Swirsky.Stephanie@dol.gov>; Dawkins, Laura M - ASP <[REDACTED]@dol.gov>; Bickerstaffe, Keir - SOL <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Carson, Sarah J - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Stereotyping/Scapegoating EO RID Form

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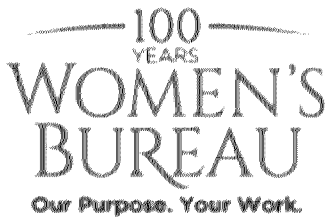
Attached is the RID Form. I wasn't certain whether an RFI would go on the Regulatory Plan (or if it is too late). Also, for EO 13771, it doesn't seem to fit neatly as an exemption based on the guidance we found, so we thought to mark it as "other."

Please let me know if you need us to make any changes.

Thank you in advance.

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202 **b(6)** (mobile)  
Pronouns: he/him/his



**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Carson, Sarah J - OFCCP; Cummings, Cody - OFCCP; Good, Tina - OFCCP; Hall, Drew A - OFCCP; Lucas, Reginald T - OFCCP; Regan, Jaime L - OFCCP; Smith, Dina - OFCCP; Todd, Valerie - OFCCP  
**Sent:** 9/24/2020 3:53:22 PM  
**Subject:** FW: RFI Word doc  
**Attachments:** WHD FMLA RFI.pdf; Women's Bureau Paid Leave RFI.pdf

Chris Seely

202: [b(6)]

**From:** Dawkins, Laura M - ASP <[b(6)]@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:53 PM  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Cc:** Davis, Karlyn - ASP <Davis.Karlyn@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: RFI Word doc

Hi,

We don't have a template, but here are two examples that DOL published recently. Hope they are helpful.

Thanks,  
Laura

Laura Dawkins  
Director, Office of Regulatory and Programmatic Policy  
Office of the Assistant Secretary for Policy  
U.S. Department of Labor  
[b(6)]@dol.gov

**From:** Seely, Christopher - OFCCP <[b(6)]>  
**Sent:** Thursday, September 24, 2020 3:29 PM  
**To:** Dawkins, Laura M - ASP <[b(6)]>  
**Cc:** Davis, Karlyn - ASP <Davis.Karlyn@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** RFI Word doc

Hi Laura,

We haven't done an RFI before, and I was wondering whether ASP has a Word template or example from another agency we could use as a model.

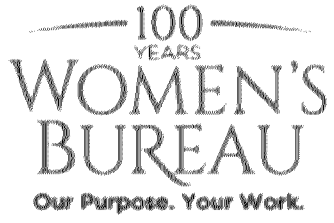
Please let me know. It's for the new EO on scapegoating/stereotyping.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development

Office of Federal Contract Compliance Programs  
U.S. Department of Labor

**b(6)** (mobile)  
Pronouns: he/him/his



after December 31, 2017 and before January 1, 2026. The proposed regulations also provide guidance on determining the character, amount, and allocation of deductions in excess of gross income succeeded to by a beneficiary on the termination of an estate or non-grantor trust.

**DATES:** The public hearing is being held on Wednesday, August 12, 2020 at 10:00 a.m. The IRS must receive speakers' outlines of the topics to be discussed at the public hearing by Wednesday, July 29, 2020. If no outlines are received by July 29, 2020, the public hearing will be cancelled.

**ADDRESSES:** The public hearing is being held by teleconference. Individuals who want to testify (by telephone) at the public hearing must send an email to [publichearings@irs.gov](mailto:publichearings@irs.gov) to receive the telephone number and access code for the hearing. The subject line of the email must contain the regulation number [REG-113295-18] and the word TESTIFY. For example, the subject line may say: Request to TESTIFY at Hearing for REG-113295-18. The email should also include a copy of the speaker's public comments and outline of topics. The email must be received by July 29, 2020.

Individuals who want to attend (by telephone) the public hearing must also send an email to [publichearings@irs.gov](mailto:publichearings@irs.gov) to receive the telephone number and access code for the hearing. The subject line of the email must contain the regulation number [REG-113295-18] and the word ATTEND. For example, the subject line may say: Request to ATTEND Hearing for REG-113295-18. The email requesting to attend the public hearing must be received by 5:00 p.m. two (2) business days before the date that the hearing is scheduled.

The telephonic hearing will be made accessible to people with disabilities. To request special assistance during the telephonic hearing please contact the Publications and Regulations Branch of the Office of Associate Chief Counsel (Procedure and Administration) by sending an email to [publichearings@irs.gov](mailto:publichearings@irs.gov) (preferred) or by telephone at (202) 317-5177 (not a toll-free number) at least three (3) days prior to the date that the telephonic hearing is scheduled.

Any questions regarding speaking at or attending a public hearing may also be emailed to [publichearings@irs.gov](mailto:publichearings@irs.gov).

Send outline submissions electronically via the Federal eRulemaking Portal at [www.regulations.gov](http://www.regulations.gov) (IRS REG-113295-18).

**FOR FURTHER INFORMATION CONTACT:** Concerning the proposed regulations, Margaret Burow, (202) 317-5279; concerning submissions of comments, the hearing, and the access code to attend the hearing by teleconferencing, Regina Johnson at (202) 317-5177 (not toll-free numbers) or [publichearings@irs.gov](mailto:publichearings@irs.gov). If emailing please put Attend, Testify, or Agenda Request and [REG-113295-18] in the email subject line.

**SUPPLEMENTARY INFORMATION:** The subject of the public hearing is the notice of proposed rulemaking REG-113295-18 that was published in the **Federal Register** on Monday, May 11, 2020, 85 FR 27693.

The rules of 26 CFR 601.601(a)(3) apply to the hearing. Persons who wish to present oral comments telephonically at the hearing that submitted written comments by June 25, 2020, must submit an outline of the topics to be addressed and the amount of time to be devoted to each topic by July 29, 2020.

A period of 10 minutes is allotted to each person for presenting oral comments. After the deadline for receiving outlines has passed, the IRS will prepare an agenda containing the schedule of speakers. Copies of the agenda will be made available, on [Regulations.gov](http://Regulations.gov), search IRS and REG-113295-18, or by emailing your request to [publichearings@irs.gov](mailto:publichearings@irs.gov). Please put "REG-113295-18 Agenda Request" in the subject line of the email.

**Martin V. Franks,**  
*Branch Chief, Publications and Regulations Branch, Legal Processing Division, Associate Chief Counsel (Procedure and Administration).*

[FR Doc. 2020-15019 Filed 7-16-20; 8:45 am]

BILLING CODE 4830-01-P

## DEPARTMENT OF LABOR

### Wage and Hour Division

#### 29 CFR Part 825

#### RIN 1235-AA30

### Family and Medical Leave Act of 1993

**AGENCY:** Wage and Hour Division, U.S. Department of Labor.

**ACTION:** Request for information.

**SUMMARY:** The Department of Labor (Department) is seeking information from the public regarding the regulations implementing the Family and Medical Leave Act of 1993 (FMLA or the Act). The Department is publishing this Request for Information (RFI) to gather information concerning the effectiveness of the current

regulations and to aid the Department in its administration of the FMLA. The information provided will help the Department identify topics for which additional compliance assistance could be helpful, including opportunities for outreach to ensure employers are aware of their obligations under the law and employees are informed about their rights and responsibilities in using FMLA leave.

**DATES:** Submit written comments on or before September 15, 2020.

**ADDRESSES:** To facilitate the receipt and processing of written comments on this RFI, the Department encourages interested persons to submit their comments electronically. You may submit comments, identified by Regulatory Information Number (RIN) 1235-AA30, by either of the following methods:

*Electronic Comments:* Follow the instructions for submitting comments on the Federal eRulemaking Portal <http://www.regulations.gov>.

*Mail:* Address written submissions to Amy DeBisschop, Director, Division of Regulations, Legislation, and Interpretation, Wage and Hour Division, U.S. Department of Labor, Room S-3502, 200 Constitution Avenue NW, Washington, DC 20210.

*Instructions:* This RFI is available through the **Federal Register** and the <http://www.regulations.gov> website. You may also access this document via the Wage and Hour Division's (WHD) website at <http://www.dol.gov/whd/>. All comment submissions must include the agency name and Regulatory Information Number (RIN 1235-AA30) for this RFI. Response to this RFI is voluntary and respondents need not reply to all questions listed below. The Department requests that no business proprietary information, copyrighted information, individual medical information, or personally identifiable information be submitted in response to this RFI. Submit only one copy of your comment by only one method (e.g., persons submitting comments electronically are encouraged not to submit paper copies). Anyone who submits a comment (including duplicate comments) should understand and expect that the comment will become a matter of public record and will be posted without change to <http://www.regulations.gov>, including any personal or medical information provided. All comments must be received by 11:59 p.m. on the date indicated for consideration in this RFI; comments received after the comment period closes will not be considered. Commenters should transmit comments

early to ensure timely receipt prior to the close of the comment period. Electronic submission via <http://www.regulations.gov> enables prompt receipt of comments submitted as the Department continues to experience delays in the receipt of mail in our area. For access to the docket to read background documents or comments, go to the Federal eRulemaking Portal at <http://www.regulations.gov>.

**FOR FURTHER INFORMATION CONTACT:**

Amy DeBisschop, Director, Division of Regulations, Legislation, and Interpretation, Wage and Hour Division, U.S. Department of Labor, Room S-3502, 200 Constitution Avenue NW, Washington, DC 20210; telephone: (202) 693-0406 (this is not a toll-free number). Copies of this RFI may be obtained in alternative formats (Large Print, braille, Audio Tape or Disc), upon request, by calling (202) 693-0675 (this is not a toll-free number). TTY/TDD callers may dial toll-free 1 (877) 889-5627 to obtain information or request materials in alternative formats.

Questions concerning enforcement of the agency's regulations may be directed to the nearest WHD district office. Locate the nearest office by calling the WHD's toll-free help line at (866) 4US-WAGE ((866) 487-9243) between 8 a.m. and 5 p.m. in your local time zone, or visit WHD's website at <http://www.dol.gov/whd/america2.htm> for a nationwide listing of WHD district and area offices.

**SUPPLEMENTARY INFORMATION:**

**I. Background**

Administering the FMLA while responding to the COVID-19 public health emergency is an ongoing priority for the Department. Workplace flexibility ensured by job-protected leave is essential to American prosperity. Workers are more productive and more likely to remain employed if they do not have to choose between taking care of themselves or their loved ones and keeping their jobs. Likewise, businesses attract and retain the best talent when they give their workers flexibility that encourages productivity and retention.

In keeping with these principles, the FMLA, 29 U.S.C. 2601 *et seq.*, entitles eligible employees of covered employers to take up to a total of 12 workweeks of job-protected, unpaid leave, or to substitute accrued paid leave, during a 12-month period for the birth of the employee's child; for the placement of a child with the employee for adoption or foster care; to care for the newborn or newly-placed child; to care for the employee's spouse, parent, son, or

daughter with a serious health condition; when the employee is unable to work due to the employee's own serious health condition; or for any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a military member on covered active duty. *See* 29 U.S.C. 2612(a)(1). An eligible employee may also take up to 26 workweeks of FMLA leave during a "single 12-month period" to care for a covered servicemember with a serious injury or illness when the employee is the spouse, son, daughter, parent, or next of kin of the servicemember. *See* 29 U.S.C. 2612(a)(3).

FMLA leave may be taken in a block or, under certain circumstances, intermittently or on a reduced leave schedule. *See* 29 U.S.C. 2612(b). In addition to providing job-protected leave, employers covered by the law must maintain for the employee any preexisting group health coverage during the leave period and, once the leave period has concluded, reinstate the employee to the same or an equivalent job with equivalent employment benefits, pay, and other terms and conditions of employment. *See* 29 U.S.C. 2614.

The Department issued an initial interim final rule after the FMLA became law in 1993, 58 FR 31794, and issued final FMLA regulations in 1995, 60 FR 2180. The Department published significant revisions to the FMLA regulations in 2008, 73 FR 67934, which were informed, in part, by a 2006 Request for Information, 71 FR 69504. The Department next changed the FMLA regulations in 2013 to implement statutory amendments affecting military family leave provisions and airline flight crew eligibility. 78 FR 8834. The FMLA regulations were last updated in 2015 to update the definition of spouse. 80 FR 9989.<sup>1</sup>

On August 5, 2019, the Department published a **Federal Register** notice seeking public comment on proposed revisions to its optional-use FMLA forms. 84 FR 38061. The Department

<sup>1</sup> Additionally, the Department has regularly sought employer and employee feedback on the administration and use of the FMLA through surveys designed to understand the range of perspectives on the FMLA in the U.S. The Department has commissioned four series of these surveys; the fourth is currently underway. Information about the Wave 4 FMLA surveys may be found at <https://www.dol.gov/asp/evaluation/currentstudies/Family-and-Medical-Leave-Act-Wave-4-Surveys.htm>. Further, the results from the prior Wave 3 FMLA survey (referred to as the 2012 FMLA survey elsewhere in this document) may be found at [https://www.dol.gov/asp/evaluation/completed-studies/Family\\_Medical\\_Leave\\_Act\\_Survey/TECHNICAL\\_REPORT\\_family\\_medical\\_leave\\_act\\_survey.pdf](https://www.dol.gov/asp/evaluation/completed-studies/Family_Medical_Leave_Act_Survey/TECHNICAL_REPORT_family_medical_leave_act_survey.pdf).

created forms—WH-380-E, WH-380-F, WH-381, WH-382, WH-384, WH-385, and WH-385-V—to assist employers and employees in meeting their FMLA notification and certification obligations. The Department's proposed revisions to the forms were based on feedback from employees, employers, and health care professionals and are designed to reduce administrative burden, increase compliance with regulatory requirements, and improve customer service. We received 139 comments from employers, industry associations, individual employees, worker advocacy groups, law firms, and other interested members of the public during the notice and comment process and made additional revisions to incorporate this feedback. Additional revisions to incorporate that feedback are in the process of being finalized.

The Department notes that the new Families First Coronavirus Response Act (FFCRA), Public Law 116-127 (Mar. 18, 2020), which was passed in response to the public health emergency caused by COVID-19 and ensures that workers are not forced to choose between their paychecks and the public health measures needed to combat the coronavirus, includes temporary amendments to the FMLA.<sup>2</sup> The amended FMLA protections provided under the FFCRA are not addressed in this Request for Information, and the Department does not seek comment on them here. The most up-to-date information about the FFCRA is available at <https://www.dol.gov/agencies/whd/ffcra>.

**II. Request for Public Comment**

The Department is aware that its regulations need to be regularly reviewed to explore how such regulations can remain current with workplace and demographic changes. Further, the Department understands the need for compliance assistance, in particular in the form of written informational materials that provide the public with up-to-date information about the protections and requirements of the law in plain language.

Extensive compliance assistance regarding the FMLA is currently

<sup>2</sup> The FFCRA amended the FMLA to permit certain employees to take up to ten weeks of paid expanded family and medical leave if the employee is unable to work because the employee is caring for his or her son or daughter whose school or place of care is closed or whose child care provider is unavailable for reasons related to COVID-19. This expanded family and medical leave entitlement, which became effective on April 1, 2020, will expire on December 31, 2020. The Department's regulations implementing paid leave under the FFCRA appear at 29 CFR part 826; all references in this document to FMLA regulations refer to those that appear at 29 CFR part 825.

available. In particular, the Department's FMLA web pages, which received more than 5 million views over the last year, contain a wealth of material including Frequently Asked Questions, Fact Sheets, Employee Guides, interactive online tools, and a comprehensive Employer's Guide developed for human resource managers and other leave administrators. Additionally, while the requirements of the FMLA are set by statute and regulations, as part of the administration of the Act, interested parties may seek an opinion (*i.e.*, an official written explanation) of what the FMLA requires in fact-specific situations. Opinion letters serve as an important means by which the public can develop a clearer understanding of what FMLA compliance entails. The Department has issued seven opinion letters<sup>3</sup> on FMLA-related topics since 2018.

Nevertheless, the results of employee and employer surveys continue to show an ongoing need for education and awareness in the administration and use of FMLA leave. Information from the public on what is and is not working well in the administration of the FMLA can further inform and guide the Department in issuing modernized tools to aid in understanding and applying the FMLA. As such, the Department seeks input from employers and employees on the current FMLA regulations, specifically:

- What would employees like to see changed in the FMLA regulations to better effectuate the rights and obligations under the FMLA?
- What would employers like to see changed in the FMLA regulations to better effectuate the rights and obligations under the FMLA?

The Department invites interested parties who have knowledge of, or experience with, the FMLA to submit comments, information, and data to provide a foundation for examining the effectiveness of the current regulations in meeting the statutory objectives of the FMLA. The Department suggests the

following questions to frame the responses. These questions are not intended to be an exclusive list of issues for which the Departments seeks information.

1. A serious health condition is defined as an illness, injury, impairment, or physical or mental condition that involves either inpatient care or continuing treatment by a health care provider. *See* 29 U.S.C. 2611(11); 29 CFR 825.113–.115. The regulations outline several types of serious health conditions involving continuing treatment by a health care provider: (1) Incapacity and treatment, with specific definitions and time-frames for the incapacity and the treatment; (2) pregnancy or prenatal care; (3) chronic conditions, which require, among other things, at least two visits for treatment by a health care provider per year; (4) permanent or long-term conditions; and (5) conditions that require multiple treatments. *See* 29 CFR 825.115. Several opinion letters issued by the Wage and Hour Division address questions related to the definition of serious health condition. For example, FMLA2018–2–A, issued on August 28, 2018, clarified that organ donation can qualify as a serious health condition when it involves either inpatient care or continuing treatment as defined by the FMLA regulations. While information provided in the 2012 FMLA survey indicates that most employers report that complying with the FMLA imposes minimal burden on their operations, the Department is aware that the medical certification process used to support the existence of a serious health condition can, at times, present challenges to both employers and employees.

What, if any, challenges have employers and employees experienced in applying the regulatory definition of a serious health condition? For example, what, if any, conditions or circumstances have employers encountered that meet the regulatory definition of a “serious health condition” but that they believe the statute does not cover? What, if any, difficulties have employers experienced in determining when an employee has a chronic condition that qualifies as a serious health condition under the regulations? Conversely, what, if any, conditions or circumstances have employees experienced that they believe the statute covers, but which their employer determined did not meet the regulatory definition of “serious health condition”? What, if any, difficulties have employees experienced in establishing that a chronic condition qualifies as a serious health condition under the regulations? The Department

welcomes information that will further its understanding of FMLA serious health conditions so it can better effectuate the purposes of the Act.

2. An employee may take FMLA leave on an intermittent basis (*i.e.*, taking leave in separate blocks of time for a single qualifying reason) or on a reduced leave schedule (*i.e.*, reducing the employee's usual weekly or daily work schedule) due to his or her own serious health condition, to care for an immediate family member who has a serious health condition, or to care for a covered servicemember with a serious illness or injury when such leave is medically necessary. *See* 29 U.S.C. 2612(b); 29 CFR 825.202–.205. Information provided in the 2012 FMLA employer survey indicated that unscheduled leave, particularly unplanned intermittent or episodic leave, was sometimes disruptive to the workplace.

What, if any, specific challenges or impacts do employers and employees experience when an employee takes FMLA leave on an intermittent basis or on a reduced leave schedule? For example, what, if any, specific challenges do employers experience when the timing or need for intermittent leave is unforeseeable? Similarly, what, if any, challenges do employees seeking or taking intermittent leave or using a reduced leave schedule experience? For example, do employees find it difficult to request and use intermittent leave in their workplaces? The Department also seeks information from employers and employees on best practices and suggestions to improve implementation of these intermittent leave provisions. The Department welcomes information that will further its understanding of FMLA leave usage so it can better effectuate the purposes of the Act.

3. The requirements regarding the notice that an employee must provide to an employer of his or her need for FMLA leave are set out at 29 U.S.C. 2612(e) and 29 CFR 825.302–.304. An employee seeking to use FMLA leave is required to provide 30-days advance notice of the need to take FMLA leave when the need is foreseeable and such notice is practicable. If leave is foreseeable fewer than 30 days in advance, the employee must notify the employer as soon as practicable—generally, either the same or next business day. When the need for leave is not foreseeable, the employee must notify the employer as soon as practicable under the facts and circumstances of the particular case. Absent unusual circumstances, an employee must comply with the employer's usual and customary notice

<sup>3</sup> FMLA2020–1–A (Jan. 7, 2020), available at [https://www.dol.gov/sites/dolgov/files/WHd/legacy/files/2020\\_01\\_07\\_1A\\_FMLA.pdf](https://www.dol.gov/sites/dolgov/files/WHd/legacy/files/2020_01_07_1A_FMLA.pdf); FMLA2019–3–A (Sept. 10, 2019), available at [https://www.dol.gov/whd/opinion/FMLA/2019/2019\\_09\\_10\\_3A\\_FMLA.pdf](https://www.dol.gov/whd/opinion/FMLA/2019/2019_09_10_3A_FMLA.pdf); FMLA2019–2–A (Aug. 8, 2019), available at [https://www.dol.gov/whd/opinion/FMLA/2019/2019\\_08\\_08\\_2A\\_FMLA.pdf](https://www.dol.gov/whd/opinion/FMLA/2019/2019_08_08_2A_FMLA.pdf); FMLA2019–1–A (Mar. 14, 2019), available at [https://www.dol.gov/whd/opinion/FMLA/2019/2019\\_03\\_14\\_1A\\_FMLA.pdf](https://www.dol.gov/whd/opinion/FMLA/2019/2019_03_14_1A_FMLA.pdf); FMLA2018–2–A (Aug. 28, 2018) available at [https://www.dol.gov/whd/opinion/FMLA/2018/2018\\_08\\_28\\_2A\\_FMLA.pdf](https://www.dol.gov/whd/opinion/FMLA/2018/2018_08_28_2A_FMLA.pdf); FMLA2018–1–A (Aug. 28, 2018), available at [https://www.dol.gov/whd/opinion/FMLA/2018/2018\\_08\\_28\\_1A\\_FMLA.pdf](https://www.dol.gov/whd/opinion/FMLA/2018/2018_08_28_1A_FMLA.pdf); FLSA2018–19 (Apr. 12, 2018), available at [https://www.dol.gov/whd/opinion/FLSA/2018/2018\\_04\\_12\\_02\\_FLSA.pdf](https://www.dol.gov/whd/opinion/FLSA/2018/2018_04_12_02_FLSA.pdf).



and procedural requirements for requesting leave. An employee must provide sufficient information for an employer to reasonably determine whether the FMLA may apply to the leave request. When an employee seeks leave for an FMLA-qualifying reason for the first time, the employee need not expressly assert FMLA rights or even mention the FMLA. When an employee seeks leave due to an FMLA-qualifying reason for which the employer has previously provided the employee FMLA-protected leave, however, the employee must specifically reference either the qualifying reason for the leave or the need for FMLA leave.

What, if any, specific challenges do employers and employees experience when employees request leave or notify their employers of their need for leave? For example, do employees convey sufficient information to notify employers that the employee may have an FMLA-qualifying reason for leave or that the employee is requesting FMLA leave? Similarly, are employees aware of and able to comply with their employers' specific procedural requirements for providing such notice? Are they aware of the specific information they need to provide? The Department welcomes suggestions of how to better assist employers and employees in understanding their rights and obligations under the FMLA regulations. The Department also specifically seeks input on additional tools the Department could provide to facilitate FMLA compliance.

4. An employer may require an employee to provide a certification issued by a health care provider to support the need for leave for a serious health condition of the employee or the employee's immediate family member. See 29 U.S.C. 2613; 29 CFR 825.305-.308. The employer must allow the employee at least 15 calendar days to obtain the medical certification. If the employer determines the certification is incomplete or insufficient, the employer must advise the employee in writing of the additional information needed and allow the employee a reasonable opportunity to cure the deficiency. See 29 CFR 825.305.

As noted above, the Department recently published in the **Federal Register** proposed revisions to the optional-use forms employers and employees may use to meet their FMLA notification and certification obligations. The Department is interested in understanding what, if any, challenges employers and employees have experienced with the medical certification process that are not addressed by those proposed

revisions. For example, what, if any, challenges have employers encountered in determining whether a certification establishes that the employee or employee's immediate family member has a serious health condition under the FMLA and the amount of leave needed? Similarly, what, if any, challenges have employees encountered in obtaining a certification that contains sufficient information to establish the existence of a serious health condition and the amount of leave needed? The Department welcomes suggestions regarding strategies to address challenges with the certification process.

5. As indicated above, the Department has issued seven opinion letters on FMLA topics since 2018. The first, FLSA2018-19, issued on April 12, 2018, concerned the compensability of frequent 15-minute rest breaks under the Fair Labor Standards Act when the breaks are necessary due to a serious health condition under the FMLA and concluded that such short periods of FMLA-protected leave may be unpaid. The letter noted, however, that employees are entitled to compensation for rest periods of short duration on the same basis as co-workers who take non-FMLA leave breaks during a work shift. FMLA2018-1-A, issued on August 28, 2018, addressed an employer's no-fault attendance policy which effectively froze, throughout the duration of an employee's FMLA leave, the number of attendance points that the employee accrued prior to taking his or her leave. The letter concluded that such a policy does not violate the FMLA, provided it is applied in a nondiscriminatory manner. As noted above, FMLA2018-2-A, also issued on August 28, 2018, stated that organ donation can be a qualifying serious health condition if it requires inpatient care or continuing treatment as defined by the FMLA regulations.

Two letters addressed designation of FMLA leave. FMLA2019-1-A, issued on March 14, 2019, stated that an employer may not delay designating an employee's leave as FMLA leave if the circumstances qualify for FMLA leave, even if the employee prefers to delay the designation. The letter also stated that, while nothing prevents an employer from providing more generous leave policies than those established in the FMLA, doing so does not expand an employee's FMLA entitlement. Therefore, an employer may not designate more than 12 weeks of leave as FMLA leave. FMLA2019-3-A, issued on September 10, 2019, similarly stated that an employer may not delay designating an employee's leave as

FMLA leave if the circumstances qualify for FMLA leave, in this case, even if a collective bargaining agreement provides that an employee may exhaust paid leave before using unpaid FMLA leave. However, the letter noted that the paid leave could be substituted (*i.e.*, run concurrently) with the FMLA leave. This letter also stated that if an employer provides for the accrual of seniority when employees use paid leave, it must also permit employees to accrue seniority when they substitute FMLA leave for paid leave. FMLA2019-2-A, issued on August 8, 2019, concluded that a parent's need to attend an Individualized Education Plan meeting addressing the educational and special medical needs of his or her child who has a serious health condition is a qualifying reason for taking intermittent FMLA leave. FMLA2020-1-A, issued on January 7, 2020, addressed whether a combined general health district must count the employees of the County in which it is located for purposes of determining employee eligibility to take FMLA leave.

The Department requests comments about whether it would be helpful to provide additional guidance regarding the interpretations contained in any of these opinion letters through the regulatory process.

6. Please provide specific information and any available data regarding other specific challenges that employers experience in administering FMLA leave or that employees experience in taking or attempting to take FMLA leave. The Department welcomes any information on the administration and effectiveness of the current regulations and suggestions regarding specific strategies to address such challenges. The Department also welcomes information concerning best practices employees and employers may have experienced in using or administering the FMLA.

### III. Conclusion

The Department invites interested parties to submit comments and data during the public comment period and welcomes any pertinent information and data that will provide a basis for analyzing the effectiveness of the current regulations in meeting the statutory objectives of the FMLA.

#### List of Subjects in 29 CFR Part 825

Administrative practice and procedure, Airmen, Employee benefit plans, Health, Health insurance, Labor management relations, Maternal and child health, Penalties, Reporting and recordkeeping requirements, Teachers.

Signed at Washington, DC, this 6th day of July, 2020.

**Cheryl M. Stanton,**

*Administrator, Wage and Hour Division.*

[FR Doc. 2020-14873 Filed 7-16-20; 8:45 am]

BILLING CODE 4510-27-P

## LIBRARY OF CONGRESS

### U.S. Copyright Office

#### 37 CFR Part 210

[Docket No. 2020-12]

#### Music Modernization Act Transition Period Transfer and Reporting of Royalties to the Mechanical Licensing Collective

**AGENCY:** U.S. Copyright Office, Library of Congress.

**ACTION:** Notice of proposed rulemaking.

**SUMMARY:** The U.S. Copyright Office is issuing a notice of proposed rulemaking regarding digital music providers' obligations to transfer and report accrued royalties for unmatched musical works (or shares) to the mechanical licensing collective for purposes of being eligible for the limitation on liability for prior unlicensed uses under title I of the Orrin G. Hatch–Bob Goodlatte Music Modernization Act. Having solicited public comments through multiple prior notices, the Office is now proposing an update to regulations concerning the transfer and reporting of such royalties, namely the content, format, and delivery of cumulative statements of account to be submitted by digital music providers to the mechanical licensing collective at the conclusion of the statutory transition period.

**DATES:** Written comments must be received no later than 11:59 p.m. Eastern Time on August 17, 2020.

**ADDRESSES:** For reasons of government efficiency, the Copyright Office is using the *regulations.gov* system for the submission and posting of public comments in this proceeding. All comments are therefore to be submitted electronically through *regulations.gov*. Specific instructions for submitting comments are available on the Copyright Office's website at <https://www.copyright.gov/rulemaking/mma-transition-reporting>. If electronic submission of comments is not feasible due to lack of access to a computer and/or the internet, please contact the Office using the contact information below for special instructions.

**FOR FURTHER INFORMATION CONTACT:** Regan A. Smith, General Counsel and

Associate Register of Copyrights, by email at [regans@copyright.gov](mailto:regans@copyright.gov), John R. Riley, Assistant General Counsel, by email at [jril@copyright.gov](mailto:jril@copyright.gov), or Jason E. Sloan, Assistant General Counsel, by email at [jslo@copyright.gov](mailto:jslo@copyright.gov). Each can be contacted by telephone by calling (202) 707-8350.

#### SUPPLEMENTARY INFORMATION:

##### I. Background

This notice of proposed rulemaking (“NPRM”) is being issued subsequent to a notification of inquiry, published in the **Federal Register** on September 24, 2019, that describes in detail the legislative background and regulatory scope of the present rulemaking proceeding.<sup>1</sup> The Copyright Office assumes familiarity with that document, and encourages anyone reading this NPRM who has not reviewed that notice to do so before continuing here.

On October 11, 2018, the president signed into law the Orrin G. Hatch–Bob Goodlatte Music Modernization Act (“MMA”) which, among other things, substantially modifies the compulsory “mechanical” license for making and distributing phonorecords of nondramatic musical works under 17 U.S.C. 115.<sup>2</sup> It does so by switching from a song-by-song licensing system to a blanket licensing regime that will become available on January 1, 2021 (the “license availability date”), and be administered by a mechanical licensing collective (“MLC”) designated by the Copyright Office. Digital music providers (“DMPs”) will be able to obtain the new compulsory blanket license to make digital phonorecord deliveries (“DPDs”) of musical works, including in the form of permanent downloads, limited downloads, or interactive streams (referred to in the statute as “covered activity,” where such activity qualifies for a compulsory license), subject to compliance with various requirements.<sup>3</sup>

<sup>1</sup> 84 FR 49966 (Sept. 24, 2019). All rulemaking activity, including public comments, as well as legislative history and educational material regarding the Music Modernization Act, can currently be accessed via navigation from <https://www.copyright.gov/music-modernization/>. Comments received in response to the September 2019 notification of inquiry are available at <https://www.regulations.gov/docketBrowser?rpp=25&po=0&dct=PS&D=COLC-2019-0002&refD=COLC-2019-0002-0001>. Related *ex parte* letters are available at <https://www.copyright.gov/rulemaking/mma-implementation/ex-parte-communications.html>. References to these comments and letters are by party name (abbreviated where appropriate), followed by “Initial,” “Reply,” or “*Ex Parte Letter*” as appropriate.

<sup>2</sup> Public Law 115-264, 132 Stat. 3676 (2018).

<sup>3</sup> As permitted under the MMA, the Office designated a digital licensee coordinator (“DLC”) to

Prior to the MMA, DMPs obtained a section 115 compulsory license on a per-work, song-by-song basis, by serving a notice of intention to obtain a compulsory license (“NOI”) on the copyright owner (or filing it with the Copyright Office if the Office’s public records did not identify the copyright owner) and then paying applicable royalties accompanied by accounting statements.<sup>4</sup> The MMA includes a “transition period” for the period following the new law’s enactment, before the blanket license becomes available.<sup>5</sup> During this transition period, anyone seeking to obtain a compulsory license to make DPDs must continue to do so on a song-by-song basis by serving NOIs on copyright owners “if the identity and location of the musical work copyright owner is known,” and paying them applicable royalties accompanied by statements of account.<sup>6</sup> If the musical work copyright owner is unknown, a DMP may no longer file an NOI with the Copyright Office, but instead may rely on a limitation on liability that requires the DMP to “continue[] to search for the musical work copyright owner” using good-faith, commercially reasonable efforts and bulk electronic matching processes.<sup>7</sup> The DMP must eventually either account for and pay accrued royalties to the relevant musical work copyright owner(s) when found or, if they are not found before the end of the transition period, account for and transfer the royalties to the MLC at that time.<sup>8</sup> Congress believed that the liability limitation, which limits recovery in lawsuits commenced on or after January 1, 2018 to the statutory royalty due, would “ensure that more artist royalties will be paid than otherwise would be the case through continual litigation”<sup>9</sup> and viewed this provision as a “key component that was

represent licensees in proceedings before the Copyright Royalty Judges (“CRJs”) and the Copyright Office, to serve as a non-voting member of the MLC, and to carry out other functions. 17 U.S.C. 115(d)(5)(B); 84 FR 32274 (July 8, 2019); see also 17 U.S.C. 115(d)(3)(D)(i)(IV), (d)(5)(C).

<sup>4</sup> See 17 U.S.C. 115(b)(1), (c)(5) (2017).

<sup>5</sup> H.R. Rep. No. 115-651, at 10 (2018); S. Rep. No. 115-339, at 10 (2018).

<sup>6</sup> 17 U.S.C. 115(b)(2)(A), (c)(2)(i); see H.R. Rep. No. 115-651, at 4; S. Rep. No. 115-339, at 3.

<sup>7</sup> 17 U.S.C. 115(b)(2)(A), (d)(9)(D)(i), (d)(10)(A)–(B); see H.R. Rep. No. 115-651, at 4, 10; S. Rep. No. 115-339, at 3, 10, 22.

<sup>8</sup> 17 U.S.C. 115(d)(10)(B); see H.R. Rep. No. 115-651, at 4, 10; S. Rep. No. 115-339, at 3, 10.

<sup>9</sup> H.R. Rep. No. 115-651, at 14; S. Rep. No. 115-339, at 14-15; Report and Section-by-Section Analysis of H.R. 1551 by the Chairmen and Ranking Members of Senate and House Judiciary Committees, at 12 (2018), [https://www.copyright.gov/legislation/mma\\_conference\\_report.pdf](https://www.copyright.gov/legislation/mma_conference_report.pdf) (“Conf. Rep.”).

If additional information is required contact: Melody Braswell, Department Clearance Officer, United States Department of Justice, Justice Management Division, Policy and Planning Staff, Two Constitution Square, 145 N Street NE, 3E.405A, Washington, DC 20530.

Dated: July 10, 2020.

**Melody Braswell,**

Department Clearance Officer for PRA, U.S. Department of Justice.

[FR Doc. 2020-15314 Filed 7-15-20; 8:45 am]

BILLING CODE 4410-02-P

## DEPARTMENT OF LABOR

### RIN 1290-ZA03

#### Request for Information; Paid Leave

**AGENCY:** Women's Bureau, U.S. Department of Labor.

**ACTION:** Request for Information.

**SUMMARY:** The Department of Labor (Department) seeks information from the public regarding paid leave. For purposes of this Request, paid leave refers to paid family and medical leave to care for a family members, or for one's own health.

The Department is publishing this Request for Information (RFI) to gather information concerning the effectiveness of current state- and employer-provided paid leave programs, and how access or lack of access to paid leave programs impacts America's workers and their families. The information provided will help the Department identify promising practices related to eligibility requirements, related costs, and administrative models of existing paid leave programs.

**DATES:** Submit written comments on or before September 14, 2020.

**ADDRESSES:** To facilitate the receipt and processing of written comments on this RFI, the Department encourages interested persons to submit their comments electronically. You may submit comments, identified by Regulatory Information Number (RIN) 1290-ZA03, by either of the following methods:

*Electronic Comments:* Follow the instructions for submitting comments on the Federal eRulemaking Portal <http://www.regulations.gov>.

*Mail:* Address written submissions to Joan Harrigan-Farrelly, Deputy Director, Room S-3002, U.S. Department of Labor, 200 Constitution Avenue NW, Washington, DC 20210.

*Instructions:* This RFI is available through the **Federal Register** and the <http://www.regulations.gov> website.

You may also access this document via the Women's Bureau (WB) website at <http://www.dol.gov/wb/>. All comment submissions must include the agency name and Regulatory Information Number (RIN 1290-ZA03) for this RFI. Response to this RFI is voluntary and respondents need not reply to all questions listed below. The Department requests that no business proprietary information, copyrighted information, individual medical information, or personally identifiable information be submitted in response to this RFI. Submit only one copy of your comment by only one method (e.g., persons submitting comments electronically are encouraged not to submit paper copies). Anyone who submits a comment (including duplicate comments) should understand and expect that the comment will become a matter of public record and will be posted without change to <http://www.regulations.gov>, including any personal or medical information provided. All comments must be received by 11:59 p.m. on the date indicated for consideration in this RFI; comments received after the comment period closes will not be considered. Commenters should transmit comments early to ensure timely receipt prior to the close of the comment period. Electronic submission via <http://www.regulations.gov> enables prompt receipt of comments submitted as the Department continues to experience delays in the receipt of mail in our area. For access to the docket to read background documents or comments, go to the Federal eRulemaking Portal at <http://www.regulations.gov>.

**FOR FURTHER INFORMATION CONTACT:** Joan Harrigan-Farrelly, Deputy Director, Room S-3002, 200 Constitution Avenue NW, Washington, DC 20210; email: [RFIpaidleave@dol.gov](mailto:RFIpaidleave@dol.gov); telephone: (202) 693-6710 (this is not a toll-free number). TTY/TDD callers may dial toll-free 1 (877) 889-5627 to obtain information.

#### SUPPLEMENTARY INFORMATION:

##### I. Background

The Department is committed to fostering, promoting, and developing the welfare of wage earners, job seekers, and retirees of the United States; improving working conditions; advancing opportunities for profitable employment; and assuring work-related benefits and rights. Within the Department, the Women's Bureau's mission is to formulate standards and policies that promote the welfare of wage-earning women, improve their working conditions, increase their

efficiency, and advance their opportunities for profitable employment. As part of its commitment to promote the welfare and equality of working women, the Department seeks public input regarding paid leave policy.

In 2019, a Bureau of Labor Statistics report found that 18 percent of U.S. private sector workers had access to paid family leave through their employers.<sup>1</sup> A number of studies have linked paid family leave of differing types to increases in a mother's likelihood of being employed after childbirth, female labor force participation, and women's wage earnings and work hours. For example, a 2011 Census Bureau report found that women using paid parental leave were twice as likely to return to work within three months, and most returned with similar hours and pay.<sup>2</sup> Whether studies finding benefits from paid family leave merely identify correlation or can develop a causal connection remains the subject of debate.

Some employers believe that paid leave is a valuable tool to recruit and retain talented workers, but the availability of paid leave is mainly concentrated among high-skilled and highly-compensated industries. A 2017 study by the Boston Consulting Group found that employer-provided paid family leave has grown most in private sector jobs that recruit highly skilled workers. Employees in the top income quartile were three and a half times more likely to have access to paid leave than employees in the bottom income quartile.<sup>3</sup> According to a report commissioned by the Department, in 2012 more than half of low-income workers did not receive paid leave from their employers. About 18 percent of individuals in higher-income families received no pay during leave compared with 53 percent of low-income workers who received no pay during leave.<sup>4</sup> A 2017 Pew report identified that many workers with household incomes under

<sup>1</sup> Bureau of Labor Statistics. 2019. National Compensation Survey: Employee Benefits in the United States, March 2019. Table 31, <https://www.bls.gov/ncs/ebs/benefits/2019/ownership/private/table31a.pdf>.

<sup>2</sup> Lynda Laughlin. 2011. "Maternity Leave and Employment Patterns of First-Time Mothers: 1961-2008." U.S. Census Bureau Current Population Report P70-128, <https://www.census.gov/prod/2011pubs/p70-128.pdf>.

<sup>3</sup> Trish Stroman et al. 2017. *Why Paid Family Leave Is Good Business*. Boston Consulting Group, <http://media-publications.bcg.com/BCG-Why-Paid-Family-Leave-Is-Good-Business-Feb-2017.pdf>.

<sup>4</sup> Jacob Alex Klerman, Kelly Daley, and Alyssa Pozniak. 2014. *Family and Medical Leave in 2012: Technical Report*, Abt Associates Inc., <https://www.dol.gov/asp/evaluation/fmla/FMLA-2012-Technical-Report.pdf>.

\$30,000 who took leave without full pay for the birth or adoption of a child faced financial challenges as a result.<sup>5</sup>

According to the 2012 Department-commissioned report, 59 percent of all workers had access to unpaid leave through the Family and Medical Leave Act (FMLA),<sup>6</sup> which requires covered employers to provide eligible employees up to 12 weeks of unpaid, job-protected leave for specified family and medical reasons, including the employee's own serious health condition; to care for a spouse, son, daughter, or parent who has a serious health condition; the birth of a child; the placement of a child for adoption or foster care; and to care for a newborn or newly-placed child.<sup>7</sup> (The FMLA also provides certain military family leave entitlements, *i.e.*, an employee may take FMLA leave for specified reasons related to certain military deployments, and up to 26 weeks of FMLA leave in a single 12-month period to care for a covered servicemember with a serious injury or illness.) Requirements for employee eligibility for unpaid FMLA leave include firm size (50 employees within 75 miles of the employee's worksite), employee tenure (12 months with the firm), and employee hours of service (1,250 in the past year).<sup>8</sup> According to a survey, nearly half of all workers eligible for FMLA leave who chose not to take it cited lack of pay as the reason.<sup>9</sup>

Some states and localities, including California, Connecticut, Massachusetts, New Jersey, New York, Oregon, Rhode Island, and Washington, have enacted *paid family and medical leave laws* that provide covered workers with the right to partial wage replacement through a state-run insurance program when they are not working due to their own or a family member's serious health needs or bonding with a new child.

Federal employees are now eligible for paid parental leave as well. On

December 20, 2019, President Trump signed into law a new paid parental leave policy for eligible federal workers as part of the 2020 National Defense Authorization Act.<sup>10</sup> Under the new law, eligible federal workers are entitled to 12 weeks of paid parental leave for the birth, adoption, or fostering of a child that occurs on or after October 1, 2020.<sup>11</sup> The rate of pay during the leave period will be at 100 percent of the employee's salary. To be eligible, employees must have completed 12 prior months of federal service, and must return to duty for a minimum of 12 weeks after taking the leave.<sup>12</sup> In addition, the President's 2021 Budget includes "a proposal to provide at least six weeks of paid family leave to new mothers and fathers, including adoptive parents, so all families can afford to take time to recover from childbirth and bond with a new child."<sup>13</sup>

The Families First Coronavirus Response Act (FFCRA) requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19.<sup>14</sup> The Department of Labor's Wage and Hour Division administers and enforces the new law's paid leave requirements. These provisions will apply from April 1, 2020 through December 31, 2020.<sup>15</sup>

## II. Request for Public Comment

The Department seeks information about the need for, benefits of, and specific strategies to implement paid leave. Information from members of the general public, employers, employees, and the research community on paid leave policy and practice can inform the Women's Bureau in documenting, developing, and reporting on promising

paid leave practices and provide valuable input for state and federal implementation of paid leave policies, including the benefits and costs associated with different approaches to paid leave.

As such, the Department seeks input from stakeholders, employers, and employees on the benefits of paid leave for workers and their families within the following general framework, as well as responses to the specific questions listed below.

In broad terms, the Department is seeking to understand the following:

- The benefits of paid leave, the costs of paid leave, and the measurement of costs and benefits.
- The beneficiaries of paid leave and the bearer of the costs.
- The unique needs of workers and employers in regard to paid time off for care obligations.
- The features of the existing public (*e.g.*, state-administered) and private (employer-provided) programs that work well, reasons those features work well, and features and provisions that make a paid leave program successful for all stakeholders.
- The features of the existing public and private programs that do not work well or are burdensome, the reasons why, and any features and provisions that present challenges for stakeholders.
- Answers to the following questions: Are there barriers to implementing or improving paid leave? Are there regulatory barriers to providing paid leave? What could be done to improve existing programs, which include state and employer-sponsored paid options? What are the impediments, costs and otherwise, faced in implementing those improvements?
- The challenges of balancing costs and benefits with paid leave and the differences in costs and benefits among types and sizes of employers, including small businesses.

The Department invites interested parties who have knowledge of and/or experience with workplaces and states with and without paid leave to submit comments, information, and data. The Department has provided the questions above as suggestions to frame the responses, but they are not the Department's sole interest. Comments on other paid leave issues are also welcome.

The Women's Bureau is looking for an assessment of paid leave in the U.S. from the general public and from a diverse array of stakeholders. Stakeholders include state and local officials, employers, unions, workers, individuals who are not currently employed, faith-based and other

<sup>10</sup> Federal Employee Paid Leave Act, in National Defense Authorization Act for Fiscal Year 2020 (2020 NDAA), Public Law 116-92, §§ 7601-7606, 133 Stat. 1198, 2304-08.

<sup>11</sup> Eligible federal workers are employees covered by Title 5 of the United States Code. Legislation has been introduced to include those covered by Title 38 as well. See S. 3104, 116th Cong. (Dec. 18, 2019), <https://www.congress.gov/116/bills/s/3104/BILLS-116s3104is.pdf>.

<sup>12</sup> See 2020 NDAA, §§ 7602(a)(3)(E), (F); see also U.S. Office of Personnel Management, *Memorandum for Heads of Executive Departments and Agencies*, Paid Parental Leave for Federal Employees, December 27, 2019, <https://www.chcoc.gov/content/paid-parental-leave-federal-employees>.

<sup>13</sup> Fiscal Year 2021 Department of Labor Budget in Brief, <https://www.dol.gov/sites/dolgov/files/general/budget/2021/FY2021BIB.pdf>.

<sup>14</sup> Public Law 116-127, 134 Stat 178 (Mar. 18, 2020); 29 CFR part 826.

<sup>15</sup> U.S. Dep't of Labor, Wage & Hour Div., *Temporary Rule: Paid Leave under the Families First Coronavirus Response Act*, <https://www.dol.gov/agencies/whd/ffcra> <https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>.

<sup>5</sup> Juliana Menasce Horowitz et al. 2017. *Americans Widely Support Paid Family and Medical Leave, but Differ over Specific Policies*. Pew Research Center, <http://www.pewsocialtrends.org/2017/03/23/americans-widely-support-paid-family-and-medical-leave-but-differ-over-specific-policies/>.

<sup>6</sup> Jacob Alex Klerman, Kelly Daley, and Alyssa Pozniak. 2014. *Family and Medical Leave in 2012: Technical Report*. Abt Associates Inc., <https://www.dol.gov/asp/evaluation/fmla/FMLA-2012-Technical-Report.pdf>.

<sup>7</sup> <https://www.dol.gov/agencies/whd/fmla>.

<sup>8</sup> <https://www.dol.gov/agencies/whd/fmla>. Due to non-traditional work schedules, airline flight attendants and flight crew members are subject to a special hours of service eligibility requirement.

<sup>9</sup> Jacob Alex Klerman, Kelly Daley, and Alyssa Pozniak. 2014. *Family and Medical Leave in 2012: Technical Report*. Abt Associates Inc., <https://www.dol.gov/asp/evaluation/fmla/FMLA-2012-Technical-Report.pdf>.

community organizations, universities and other institutions of higher education, foundations, chambers of commerce, and other interested parties with experience or expertise in paid leave. DOL recognizes that some questions may be more relevant to particular respondents, but seeks as much information as respondents can provide on all questions in the request. Commenters should identify the question to which they are responding where possible.

Although the term “paid leave” may be used to refer to different types of policies, for the purposes of this information collection, paid leave means absence from work, during which an employee receives compensation, to care for a spouse, parent, child, or his or her own health. Specifically, paid leave is limited to circumstances such as the following:

- The birth of a child and to care for the newborn child within one year of birth;
- The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
- Caring for the employee’s spouse, child, or parent who has a serious health condition; or
- A serious health condition that makes the employee unable to perform the essential functions of his or her job.

We request commenters to identify barriers or policies and to indicate, with a citation if possible, the source/level (e.g., federal, state, local) of the barrier or policy, as well as the types of leave (e.g., parental leave for the birth or adoption of a child, care for a seriously ill family member, the employee’s own serious illness, and/or other leave) that is impacted. If you are a business or organization, please include the number of employees at each worksite and in the organization/business as a whole when answering the questions below.

The Department suggests the following questions to frame the responses:

1. Who benefits from paid leave and who bears the costs?
2. What are the needs of workers and employers when it comes to paid time off for care obligations? What elements of the existing public (e.g., state-administered) and private (employer-provided) options work well? Why do they work well? Are there any features and provisions that make a paid leave program successful for all stakeholders?
3. What does not work well and why; and what are the existing gaps? What could be done to improve the existing patchwork of programs, which include

state and employer-sponsored paid options? What are the impediments, costs and otherwise, faced in implementing those improvements?

4. How do costs and benefits balance with paid leave? Are there differences in costs and benefits among types and sizes of employers? What are the primary drivers of both costs and benefits? For example, are costs correlated with the duration of leave? Do the benefits of paid leave decrease after a certain duration of leave?

5. Are individual businesses, localities, states, or the government best equipped to provide standards for paid leave? Are employer-based or state-based programs more effective in the administration of paid leave programs?

6. Do employer-provided paid leave programs offer more generous benefits than state paid leave programs?

7. Do employers who already offer paid leave programs continue to do so when state mandates or programs are instituted, or does the state mandate standardize the paid leave program offered by employers in the state, leading some employers to drop more generous programs?

8. What are the features of an ideal paid leave program, from the perspective of a worker or employer? For example:

- i. What would be the ideal duration?
- ii. How much pay should be replaced? Should the rate of replacement vary depending on how long leave has lasted?
- iii. Should it be permissible to take leave intermittently? Should there be a time period within which intermittent leave must be taken?
- iv. Are there other program elements not listed here that are important to consider?

9. What are the benefits and/or burdens of having access to paid leave for yourself and your family?

10. If you do not have access to paid leave, have you experienced individual or family circumstances for which you would have taken paid leave if it had been available? How might paid leave have effected those particular situations or outcomes?

11. Do workers who take paid leave have difficulty reintegrating into the workplace?

12. What components currently make up or would make up a successful paid leave program at your business? (For example: Job protection, wage replacement level, duration of leave, minimum employment tenure allowed prior to accessing paid leave.)

13. What is your company’s current paid leave policy? Include specific components such as job protection,

wage replacement level, duration of leave, and minimum employment tenure allowed prior to accessing paid leave.

14. What are the benefits and costs of paid leave to your company and how are those benefits measured? Can they be quantified?

15. Are there impediments to making adjustments to your company’s paid leave policy?

16. Does your company have established strategies for backfilling extended absences by employees out on paid leave, owing to circumstances like medical illness and treatment, the birth or adoption of a child, accident recovery, etc.? Please describe.

17. What are the benefits and/or burdens of operating a business in a jurisdiction that has paid leave laws?

18. What are the barriers to your company establishing a paid leave program?

19. Different types and sizes of businesses may face unique challenges to providing paid leave. Please describe unique challenges to your businesses, industry, or locale in offering paid leave.

20. What questions could be added to existing surveys, such as the American Time Use Survey or FMLA survey, that might inform paid leave policy?

21. What additional cost-benefit research for different sizes of employers, different localities, for state-mandated compared to employer-provided plans, or for employers and workers would be helpful to inform policy?

22. How will requirements for paid leave economically impact small businesses, small non-profits, or small governmental jurisdictions with a population of under 50,000? What are the costs, benefits, and are there alternatives that would minimize these impacts?

23. Are there key insights to be taken from FFCRA?

### III. Conclusion

The Department invites interested parties to submit comments, information, and data based on the questions provided in this RFI. The Department is requesting information on a number of paid leave topics, including the effectiveness of current state- and employer-provided paid leave programs, how access or lack of access to paid leave programs has impacted women and their families, and challenges faced by employers. The information provided by workers, employers, researchers and other stakeholders will help the Department identify promising practices

for models of existing paid leave programs.

**Laurie Todd-Smith,**

*Director, Women's Bureau.*

[FR Doc. 2020-14874 Filed 7-15-20; 8:45 am]

BILLING CODE 4510-HD-P

## NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES

### National Endowment for the Humanities

#### Meeting of Humanities Panel

**AGENCY:** National Endowment for the Humanities, National Foundation on the Arts and the Humanities.

**ACTION:** Notice of meeting.

**SUMMARY:** The National Endowment for the Humanities (NEH) will hold thirteen meetings, by videoconference, of the Humanities Panel, a Federal advisory committee, during August 2020. The purpose of the meetings is for panel review, discussion, evaluation, and recommendation of applications for financial assistance under the National Foundation on the Arts and the Humanities Act of 1965.

**DATES:** See **SUPPLEMENTARY INFORMATION** for meeting dates. The meetings will open at 8:30 a.m. and will adjourn by 5:00 p.m. on the dates specified below.

**FOR FURTHER INFORMATION CONTACT:** Elizabeth Voyatzis, Committee Management Officer, 400 7th Street SW, Room 4060, Washington, DC 20506; (202) 606-8322; [evoyatzis@neh.gov](mailto:evoyatzis@neh.gov).

**SUPPLEMENTARY INFORMATION:** Pursuant to section 10(a)(2) of the Federal Advisory Committee Act (5 U.S.C. App.), notice is hereby given of the following meetings:

#### 1. Date: August 3, 2020

This video meeting will discuss applications on the topics of Medieval Studies and European Literature, for the Fellowships grant program, submitted to the Division of Research Programs.

#### 2. Date: August 4, 2020

This video meeting will discuss applications on the topics of Philosophy and Religion, for the Fellowships grant program, submitted to the Division of Research Programs.

#### 3. Date: August 4, 2020

This video meeting will discuss applications on the topics of Religious Studies and American Studies, for the Fellowships grant program, submitted to the Division of Research Programs.

#### 4. Date: August 5, 2020

This video meeting will discuss applications on the topics of European Studies, Political Science, and Jurisprudence, for the Fellowships grant program, submitted to the Division of Research Programs.

#### 5. Date: August 5, 2020

This video meeting will discuss applications on the topics of Music, Dance, Theater, and Film, for the Fellowships grant program, submitted to the Division of Research Programs.

#### 6. Date: August 6, 2020

This video meeting will discuss applications on the topics of Ancient World and Art History, for the Fellowships grant program, submitted to the Division of Research Programs.

#### 7. Date: August 6, 2020

This video meeting will discuss applications on the topic of Digital Preservation, for the Research and Development grant program, submitted to the Division of Preservation and Access.

#### 8. Date: August 7, 2020

This video meeting will discuss applications on the topics of American Literature and Studies, for the Fellowships grant program, submitted to the Division of Research Programs.

#### 9. Date: August 7, 2020

This video meeting will discuss applications on the topic of Literature, for the Fellowships grant program, submitted to the Division of Research Programs.

#### 10. Date: August 11, 2020

This video meeting will discuss applications on the topic of Digital Heritage, for the Research and Development grant program, submitted to the Division of Preservation and Access.

#### 11. Date: August 12, 2020

This video meeting will discuss applications on the topic of Material Culture, for the Preservation Education and Training grant program, submitted to the Division of Preservation and Access.

#### 12. Date: August 13, 2020

This video meeting will discuss applications on the topic of Services, for the Preservation Education and Training grant program, submitted to the Division of Preservation and Access.

#### 13. Date: August 18, 2020

This video meeting will discuss applications on the topics of Media and

Technology, for the Preservation Education and Training grant program, submitted to the Division of Preservation and Access.

Because these meetings will include review of personal and/or proprietary financial and commercial information given in confidence to the agency by grant applicants, the meetings will be closed to the public pursuant to sections 552b(c)(4) and 552b(c)(6) of Title 5, U.S.C., as amended. I have made this determination pursuant to the authority granted me by the Chairman's Delegation of Authority to Close Advisory Committee Meetings dated April 15, 2016.

Dated: July 13, 2020.

**Caitlin Cater,**

*Attorney-Advisor, National Endowment for the Humanities.*

[FR Doc. 2020-15397 Filed 7-15-20; 8:45 am]

BILLING CODE 7536-01-P

## NUCLEAR REGULATORY COMMISSION

[NRC-2019-0149]

### Information Collection: NRC Form 629, "Authorization for Payment by Credit Card"

**AGENCY:** Nuclear Regulatory Commission.

**ACTION:** Notice of submission to the Office of Management and Budget; request for comment.

**SUMMARY:** The U.S. Nuclear Regulatory Commission (NRC) has recently submitted a renewal for an existing collection of information to the Office of Management and Budget (OMB) for review. The information collection is entitled, NRC Form 629, "Authorization for Payment by Credit Card."

**DATES:** Submit comments by August 17, 2020. Comments received after this date will be considered if it is practical to do so, but the Commission is able to ensure consideration only for comments received on or before this date.

**ADDRESSES:** Written comments and recommendations for the proposed information collection should be sent within 30 days of publication of this notice to [www.reginfo.gov/public/do/PRAMain](http://www.reginfo.gov/public/do/PRAMain). Find this particular information collection by selecting "Currently under Review—Open for Public Comments" or by using the search function.

**FOR FURTHER INFORMATION CONTACT:** David Cullison, NRC Clearance Officer, U.S. Nuclear Regulatory Commission, Washington, DC 20555-0001; telephone:

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**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Dawkins, Laura M - ASP  
**Sent:** 9/24/2020 7:03:17 PM  
**Subject:** RE: RFI Word doc

Thank you,

Chris Seely

(b) 6

**From:** Dawkins, Laura M - ASP <(b) 6@dol.gov>  
**Sent:** Thursday, September 24, 2020 12:37 PM  
**To:** Seely, Christopher - OFCCP <(b) 6@dol.gov>  
**Cc:** Davis, Karlyn - ASP <Davis.Karlyn@dol.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>  
**Subject:** RE: RFI Word doc

Hi,

We don't have a template, but here are two examples that DOL published recently. Hope they are helpful.

Thanks,  
Laura

Laura Dawkins  
Director, Office of Regulatory and Programmatic Policy  
Office of the Assistant Secretary for Policy  
U.S. Department of Labor

(b) 6  
M@dol.gov

**From:** Seely, Christopher - OFCCP <(b) 6@dol.gov>  
**Sent:** Thursday, September 24, 2020 3:29 PM  
**To:** Dawkins, Laura M - ASP <(b) 6>  
**Cc:** Davis, Karlyn - ASP <Davis.Karlyn@dol.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>  
**Subject:** RFI Word doc

Hi Laura,

We haven't done an RFI before, and I was wondering whether ASP has a Word template or example from another agency we could use as a model.

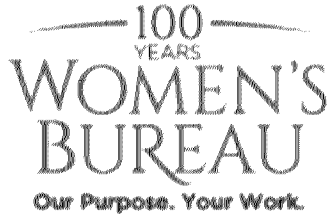
Please let me know. It's for the new EO on scapegoating/stereotyping.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

DOL008867

202- [b(6)] (mobile)  
Pronouns: he/him/his





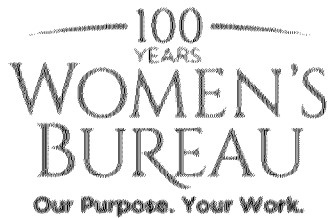
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**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Seely, Christopher - OFCCP  
**Sent:** 9/24/2020 6:02:46 PM  
**Subject:** FW: FAQs for new EO  
**Importance:** High

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Thursday, September 24, 2020 5:06 PM  
**To:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Cc:** Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Subject:** RE: FAQs for new EO  
**Importance:** High

Certainly, I'm copying Tina so she knows to do this. Tina, please keep us updated as we move forward to going live tomorrow.

Craig E. Leen  
OFCCP Director



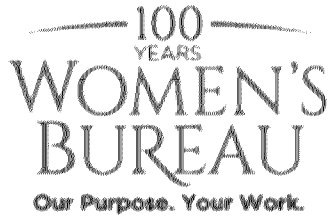
**From:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>  
**Subject:** RE: FAQs for new EO

Craig just requesting that you flag the website language/etc. for the hotline for Andrew and I before it goes live, as discussed yesterday. Thank you.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Thursday, September 24, 2020 4:13 PM  
**To:** Mondl, Rachel E - OSEC <Mondl.Rachel.E@dol.gov>  
**Cc:** Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Subject:** RE: FAQs for new EO

To be clear, we would only find a violation if the materials violated the EO or EO 11246. I'm hopeful most materials we receive will be compliant already. For those that aren't, if produced voluntarily under the RFI they should receive compliance assistance to come into compliance; if found out through a complaint or audit, then there would be a violation found. This approach will maximize compliance quickly and lead to more response to the RFI.

Craig E. Leen  
OFCCP Director



**From:** Leen, Craig - OFCCP  
**Sent:** Thursday, September 24, 2020 4:08 PM  
**To:** Mondl, Rachel E - OSEC <[Mondl.Rachel.E@dol.gov](mailto:Mondl.Rachel.E@dol.gov)>  
**Cc:** Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Subject:** RE: FAQs for new EO

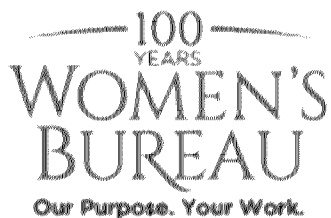
Hi Rachel. Yes, I have a number of thoughts. I'd like to proceed as follows:

- Hotline goes up tomorrow. We quote the EO "Hotline for complaints that a federal contractor is utilizing training programs in violation of the contractor's obligations under EO 11246 and EO of September 22, 2020."

(b) 5

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



**From:** Mondl, Rachel E - OSEC <[Mondl.Rachel.E@dol.gov](mailto:Mondl.Rachel.E@dol.gov)>  
**Sent:** Thursday, September 24, 2020 3:46 PM  
**To:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Cc:** Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>

DOL008870

**Subject:** FAQs for new EO

Craig, do you have thoughts on whether OFCCP should issue FAQs for the new EO, or some type of guidance?

**Rachel E. Mondl**  
Chief of Staff  
Office of the Secretary  
U.S. Department of Labor  
(202) **b(6)**

---

**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Gean, Lissette - OFCCP  
**Sent:** 9/28/2020 12:12:42 PM  
**Subject:** RE: FAQs for new EO

Yes, we're working on it now – due by 2pm today. Thanks.

**From:** Gean, Lissette - OFCCP <(b) 5>  
**Sent:** Monday, September 28, 2020 11:59 AM  
**To:** Williams, Tina T - OFCCP <(b) 5>  
**Subject:** FW: FAQs for new EO

This is the other email I have on the FAQs – just to place it at the top of your queue.

Thank you!  
L

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Thursday, September 24, 2020 7:42 PM  
**To:** Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Gean, Lissette - OFCCP <(b) 6@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <(b) 6@dol.gov>  
**Subject:** Fwd: FAQs for new EO

FYI.

Get [Outlook for iOS](#)

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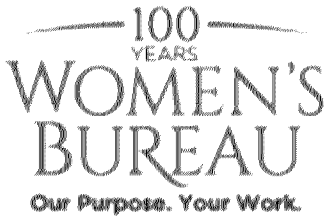
**From:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Sent:** Thursday, September 24, 2020 5:07 PM  
**To:** Leen, Craig - OFCCP  
**Cc:** Kilberg, Andrew G - OSEC; Williams, Tina T - OFCCP  
**Subject:** RE: FAQs for new EO

Thanks Tina, we appreciate it

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Thursday, September 24, 2020 5:06 PM  
**To:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Cc:** Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>  
**Subject:** RE: FAQs for new EO  
**Importance:** High

Certainly, I'm copying Tina so she knows to do this. Tina, please keep us updated as we move forward to going live tomorrow.

Craig E. Leen  
OFCCP Director



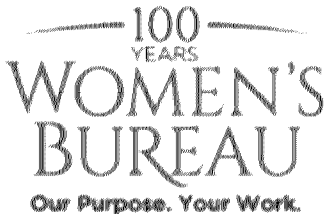
**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Sent:** Thursday, September 24, 2020 4:55 PM  
**To:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Cc:** Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>  
**Subject:** RE: FAQs for new EO

Craig just requesting that you flag the website language/etc. for the hotline for Andrew and I before it goes live, as discussed yesterday. Thank you.

**From:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
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**To:** Mondl, Rachel E - OSEC <[Mondl.Rachel.E@dol.gov](mailto:Mondl.Rachel.E@dol.gov)>  
**Cc:** Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Subject:** RE: FAQs for new EO

To be clear, we would only find a violation if the materials violated the EO or EO 11246. I'm hopeful most materials we receive will be compliant already. For those that aren't, if produced voluntarily under the RFI they should receive compliance assistance to come into compliance; if found out through a complaint or audit, then there would be a violation found. This approach will maximize compliance quickly and lead to more response to the RFI.

Craig E. Leen  
OFCCP Director



**From:** Leen, Craig - OFCCP  
**Sent:** Thursday, September 24, 2020 4:08 PM  
**To:** Mondl, Rachel E - OSEC <[Mondl.Rachel.E@dol.gov](mailto:Mondl.Rachel.E@dol.gov)>  
**Cc:** Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Subject:** RE: FAQs for new EO

Hi Rachel. Yes, I have a number of thoughts. I'd like to proceed as follows:

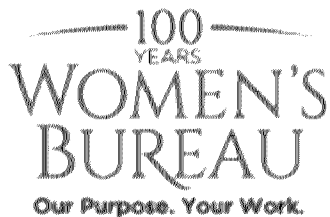
1. Hotline goes up tomorrow. We quote the EO "Hotline for complaints that a federal contractor is utilizing training programs in violation of the contractor's obligations under EO 11246 and EO of September 22, 2020."

(b) 5

(b) 5

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



**From:** Mondl, Rachel E - OSEC <[Mondl.Rachel.E@dol.gov](mailto:Mondl.Rachel.E@dol.gov)>  
**Sent:** Thursday, September 24, 2020 3:46 PM  
**To:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Cc:** Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Subject:** FAQs for new EO


Craig, do you have thoughts on whether OFCCP should issue FAQs for the new EO, or some type of guidance?

**Rachel E. Mondl**  
Chief of Staff  
Office of the Secretary  
U.S. Department of Labor  
(202) **b(6)**

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**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Bickerstaffe, Keir - SOL [REDACTED]@dol.gov  
**CC:** Williams, Tina T- OFCC [REDACTED]@dol.gov; Smith, Kelley - OFCCP; Gean, Lissette - OFCCP; Lujan, Theresa - OFCCP  
**Sent:** 9/24/2020 5:07:39 PM  
**Subject:** Hotline Recording and Help Desk Script  
**Importance:** High

Seely, Christopher - OFCCP has shared OneDrive for Business files with you. To view them, click the links below.

 HelpDeskScript\_EO Race-Sex Stereotyping 09-24-2020.docx

 Voicemail\_EO on Combating Race and Sex Stereotyping\_09-24-2020 (CS).docx

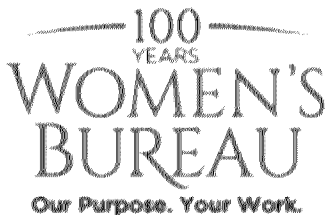
Hi Keir,

Please review the hotline voicemail recording and help desk scripts. We have to record the hotline voicemail recording tomorrow.

Thank you in advance.

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202- [REDACTED] (mobile)  
Pronouns: he/him/his



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**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Williams, Tina T - OFCCP  
**CC:** Gean, Lissette - OFCCP; Bickerstaffe, Keir - SOL; Smith, Kelley - OFCCP; Lujan, Theresa - OFCCP  
**Sent:** 9/25/2020 9:55:28 AM  
**Subject:** Hotline Recording Script and Help Desk Script  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.docx; Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.docx

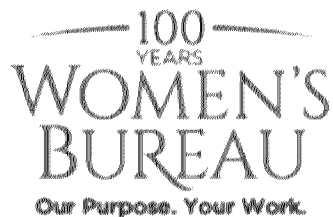
Tina,

Attached are the hotline recording and help desk scripts for approval. The hotline is ready for us; all we need to do is record the out outgoing message to complete that task.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202-**b(6)** (mobile)  
Pronouns: he/him/his





## **HELP DESK SCRIPT: Executive Order on Combating Race and Sex Stereotyping (Attached)**

*This Help Desk Script provides the OFCCP Help Desk staff with pertinent information about new policies and rulemaking .*

Issue Name: EXECUTIVE ORDER ON COMBATING RACE AND SEX STEREOTYPING

Information Text: On September 22, 2020, the President of the United States issued an Executive Order on Combating Race and Sex Stereotyping “to promote economy and efficiency in Federal contracting, to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating.”

In accordance with Section 4(b) of this new executive order, the Office of Federal Contract Compliance Programs (OFCCP) has established a hotline and will investigate complaints under both Executive Order 11246 and the Executive Order issued on September 22, 2020 alleging that a Federal contractor “is utilizing ... training programs in violation of the contractor’s obligations under those orders.”

While the Executive Order of September 22, 2020 is effective immediately, its specific requirements for Federal contractors apply only to those with Federal contracts entered into 60 days after the date of the order, or November 21, 2020. However, if an employee believes that training programs provided by the contractor to its employees violate a contractor’s obligations under the existing Executive Order 11246, which prohibits discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, and for inquiring about, discussing, or disclosing your compensation or the compensation of others, that employee may file a complaint regarding such training programs before November 21, 2020 on OFCCP’s website at <https://www.dol.gov/agencies/ofccp/contact/file-complaint> or we can send them a copy of the complaint by email or regular mail.

The help desk will become familiar with the entire September 22, 2020 Executive Order and the terms that it defines. Among the definitions in the September 22, 2020 Executive Order are the following:

- “Race or sex stereotyping” means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex.
- “Race or sex scapegoating” means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex. It similarly encompasses any claim that, consciously or unconsciously, and by virtue of his or her race or sex, members of any race are inherently racist or are inherently inclined to oppress others.

Questions to ask the caller:

- (1) What is your first and last name?
- (2) What is the best number to reach you?
- (3) Do you have a secondary number you would like to share at this time?
- (4) What is the name of the company you work for?
- (5) Would you please describe details of the training you have concerns about?
- (6) Did staff from your company provide the training or did the company hire an outside firm to provide the training?
- (7) If you are interested in filing a complaint, we have three ways to file, electronically, receive the complaint by email, or receive the complaint through the mail. How would like to file a complaint?

Contact Information: Office Name: Help Desk  
Supervisor: Theresa Lujan @ Lujan.Theresa@dol.gov  
Manager: Christopher Seely @ Seely.Christopher@dol.gov  
Telephone: 202-343-2008  
E-mail: OFCCPComplaintHotline@dol.gov  
Press Contacts: Edwin Nieves, 202-693-4655 or Bennett Gamble, 202-693-6587

Hotline Voicemail Message

**Executive Order on Combating Race and Sex Stereotyping  
Issued September 22, 2020**

Thank you for calling the Office of Federal Contract Compliance Programs, or OFCCP. OFCCP set up this hotline to receive complaints alleging that federal contractors are utilizing training programs in violation of Executive Order 11246 and the Executive Order on Combating Race and Sex Stereotyping that was issued on September 22, 2020.

The U.S. Department of Labor and OFCCP are currently implementing the new executive order on stereotyping. While the September 22, 2020 Executive Order is effective immediately, its specific requirements for federal contractors apply only to those within contracts entered into 60 days after the date of the order.

However, if you believe that training programs provided by a federal contractor to employees violates the contractor's obligations under the existing Executive Order 11246, which prohibits discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, and for inquiring about, discussing, or disclosing your compensation or the compensation of others, you may file a complaint regarding such training programs before November 21, 2020 on OFCCP's website at <https://www.dol.gov/agencies/ofccp/contact/file-complaint>.

If you have a question about OFCCP laws, our complaint process, or general inquiries, please hang up and call our Help Desk at 1-800-397-6251 or the TTY line at 1-877-889-5627.

You may also visit the OFCCP website at [dol.gov/agencies/ofccp](https://www.dol.gov/agencies/ofccp) for more information.

Thank you.

---

**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Leen, Craig - OFCCP  
**CC:** Davidson, Patricia J - OFCCP; Gaglione, Robert J - OFCCP; Seely, Christopher - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 10:13:49 AM  
**Subject:** New EO - Hotline/Email - Immediate Review and Approval  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.docx; Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.docx; Website Update - EO Hotline

Craig,

Attached, are the following:

1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
2. Help Desk Script – cleared; just need your approval.
3. Screenshot – placed in Drupal; ready to go live once we get final sign-off.

The email and hotline information is below:

Contact the OFCCP Complaint Hotline to Combat Race and Sex Stereotyping (hyperlink to [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov))

OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202

**b(6)**

**Tina Williams | Director**

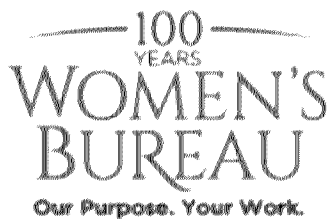
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: **b(6)** Fax: 202-693- 1305

Email: **b(6)** [lol.gov](mailto:lol.gov)



## **HELP DESK SCRIPT: Executive Order on Combating Race and Sex Stereotyping (Attached)**

*This Help Desk Script provides the OFCCP Help Desk staff with pertinent information about new policies and rulemaking .*

Issue Name: EXECUTIVE ORDER ON COMBATING RACE AND SEX STEREOTYPING

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While the Executive Order of September 22, 2020 is effective immediately, its specific requirements for Federal contractors apply only to those with Federal contracts entered into 60 days after the date of the order, or November 21, 2020. However, if an employee believes that training programs provided by the contractor to its employees violate a contractor’s obligations under the existing Executive Order 11246, which prohibits discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, and for inquiring about, discussing, or disclosing your compensation or the compensation of others, that employee may file a complaint regarding such training programs before November 21, 2020 on OFCCP’s website at <https://www.dol.gov/agencies/ofccp/contact/file-complaint> or we can send them a copy of the complaint by email or regular mail.

The help desk will become familiar with the entire September 22, 2020 Executive Order and the terms that it defines. Among the definitions in the September 22, 2020 Executive Order are the following:

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Questions to ask the caller:

- (1) What is your first and last name?
- (2) What is the best number to reach you?
- (3) Do you have a secondary number you would like to share at this time?
- (4) What is the name of the company you work for?
- (5) Would you please describe details of the training you have concerns about?
- (6) Did staff from your company provide the training or did the company hire an outside firm to provide the training?
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Supervisor: Theresa Lujan @ Lujan.Theresa@dol.gov  
Manager: Christopher Seely @ Seely.Christopher@dol.gov  
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Issued September 22, 2020**

Thank you for calling the Office of Federal Contract Compliance Programs, or OFCCP. OFCCP set up this hotline to receive complaints alleging that federal contractors are utilizing training programs in violation of Executive Order 11246 and the Executive Order on Combating Race and Sex Stereotyping that was issued on September 22, 2020.

The U.S. Department of Labor and OFCCP are currently implementing the new executive order on stereotyping. While the September 22, 2020 Executive Order is effective immediately, its specific requirements for federal contractors apply only to those within contracts entered into 60 days after the date of the order.

However, if you believe that training programs provided by a federal contractor to employees violates the contractor's obligations under the existing Executive Order 11246, which prohibits discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, and for inquiring about, discussing, or disclosing your compensation or the compensation of others, you may file a complaint regarding such training programs before November 21, 2020 on OFCCP's website at <https://www.dol.gov/agencies/ofccp/contact/file-complaint>.

If you have a question about OFCCP laws, our complaint process, or general inquiries, please hang up and call our Help Desk at 1-800-397-6251 or the TTY line at 1-877-889-5627.

You may also visit the OFCCP website at [dol.gov/agencies/ofccp](https://www.dol.gov/agencies/ofccp) for more information.

Thank you.

---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Williams, Tina T - OFCCP  
**CC:** Bickerstaffe, Keir - SOL; Gean, Lissette - OFCCP; Lujan, Theresa - OFCCP; Smith, Kelley - OFCCP  
**Sent:** 9/25/2020 9:59:58 AM  
**Subject:** Website Update - EO Hotline

Tina,

Below is a screenshot of the web changes made in the edit environment of Drupal, for approval. The web team is ready to make this page live once we have the hotline recording and test the email address.



# Contact Us

## Drupal User Messages

Best Practice: Please do not upload files that have spaces in their file names.

Functional Affirmative Action Program (FAAP) Staff Directory

How to File a Complaint

National Office Directory

Nationwide Office Directory

Regional Office Directory

Small Business Ombudsman

The Office of Federal Contract Compliance Programs (OFCCP) is the part of the U.S. Department of Labor that we administer. We provide information on our website to help you understand your individual situation.

Here is how you can to contact us:

## Online and

- [Ask a Question \(FAQ\)](#)
- [Contractor Assistance](#)
- [Contact the OFCCP](#)

## Telephone

Our Telephone Lines are:

- Toll-Free Help Line
- Division of Policy and Compliance
- OFCCP Complaint Line

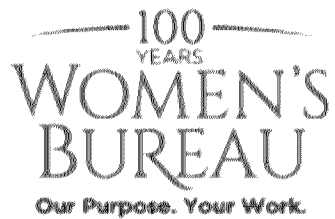
## Ombuds Service

The Ombuds Service of the U.S. Department of Labor  
DOL008885

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202-**b(6)** (mobile)  
Pronouns: he/him/his



**From:**  
**To:** Seely, Christopher - OFCCP  
**Sent:** 9/25/2020 11:19:00 AM  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval

Now, we need to do a press release.

**From:** Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>  
**Sent:** Friday, September 25, 2020 11:16 AM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Cc:** Williams, Tina T - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

(b) 5

**Andrew G. I. Kilberg**  
Counselor to the Secretary  
U.S. Department of Labor  
202 [b(6)]

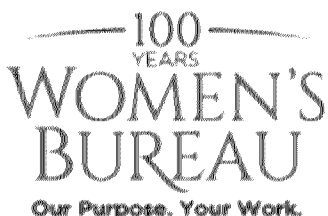
**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 11:13 AM  
**To:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Cc:** Williams, Tina T - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Copying Lissette as well. We will start working on a press release. I would want it to say the following:

(b) 5

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Sent:** Friday, September 25, 2020 11:09 AM  
**To:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>; Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
**Cc:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

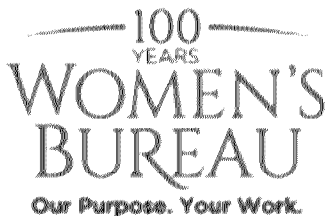
Thanks Craig we will review. We will also need a press release, can OFCCP work with OPA to draft one (if they are not already)?

**From:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
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**To:** Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
**Cc:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

Thanks,  
Craig

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OFCCP Director



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**Cc:** Davidson, Patricia J - OFC <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>; Gaglione, Robert J - OFCCP <[Gaglione.Robert.J@dol.gov](mailto:Gaglione.Robert.J@dol.gov)>; Seely, Christopher - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>; Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Once again, great work. My proposed edits are attached. Please feel free to reword. I would like a link on OFCCP's main webpage as well. I will be keeping OSEC updated also. The goal is as follows:

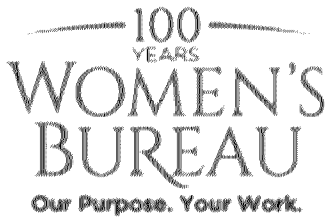
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Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

Thanks,

Craig

Craig E. Leen  
OFCCP Director



**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 10:24 AM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

Get Outlook for iOS

---

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**Sent:** Friday, September 25, 2020 10:13:48 AM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** New EO - Hotline/Email - Immediate Review and Approval

Craig,

Attached, are the following:

1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-

[REDACTED]

**Tina Williams | Director**

Division of Policy and Program Development

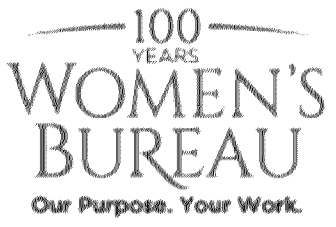
Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [REDACTED] Fax: 202-693- 1305

Email: [REDACTED]@dol.gov

DOL008889



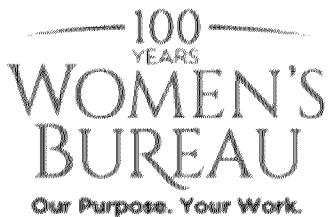
**From:**  
**To:** Squitieri, Chad C - OSEC; Kilberg, Andrew G - OSEC; Swearingen, Brett A - OSEC; Taylor, Timothy J - SOL  
**Sent:** 9/25/2020 1:58:03 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Chad, as discussed, I am in general agreement with the edits: (b) 5  
(b) 5 The Secretary was clear that unconscious bias training will be allowed (as long as it doesn't target a specific race or sex), and this is my opinion as well as Director: (b) 5

(b) 5

We are otherwise good to go.

Craig E. Leen  
OFCCP Director



**From:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Sent:** Friday, September 25, 2020 1:29 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Cc:** Williams, Tina T - OFCCP: (b)(6)@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Craig please find revisions in the attached. Not in the attached but as discussed in our other email is the request that OFCCP mention at the start of the hotline call that information will be kept confidential to the extent permitted by law, etc.

Could you please also have OFCCP work towards creating a link to this on their front webpage? Thank you.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

**Sent:** Friday, September 25, 2020 10:59 AM

**To:** Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

**Cc:** Williams, Tina T - OFCCP [b(6)]@dol.gov

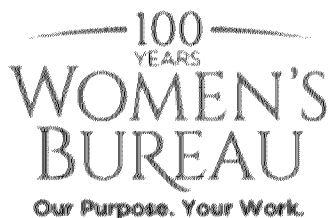
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OFCCP Director



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**Sent:** Friday, September 25, 2020 10:56 AM

**To:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>

**Cc:** Davidson, Patricia J - OFCCP <[b(6)]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>

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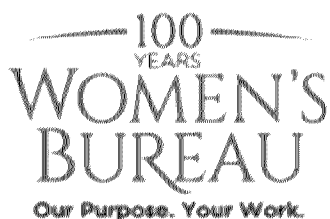
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Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

Thanks,  
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OFCCP Director





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**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
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**Subject:** Re: New EO - Hotline/Email - Immediate Review and Approval

Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

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---

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 10:13:48 AM  
**To:** Leen, Craig - OFCCP <b(6)@dol.gov>  
**Cc:** Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-**b(6)**

**Tina Williams | Director**

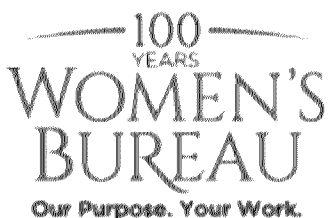
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: **b(6)** Fax: 202-693- 1305

Email: **b(6)**@dol.gov



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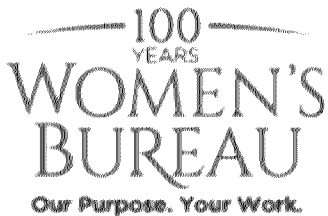
**From:**  
**To:** Leen, Craig - OFCCP; Seely, Christopher - OFCCP  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 2:30:13 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Okay, we're working on these now and CRLM has edits

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 2:17 PM  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
- Hotline/Email - Immediate Review and Approval

Please see below. Please accept all OSEC edits: (b) 5 from the hotline voicemail message. We are good to go. Please proceed to post everything. Please let Stan know this is time sensitive and that we have OSEC approval. Thanks everyone.

Craig E. Leen  
OFCCP Director



**From:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Sent:** Friday, September 25, 2020 2:12 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Thanks Craig, your point makes sense. OSEC is OK with using your recommended approach #1 below.

Since all other edits were accepted I think we are good to go?

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 1:59 PM  
**To:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

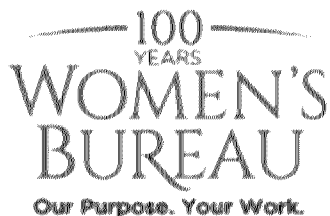
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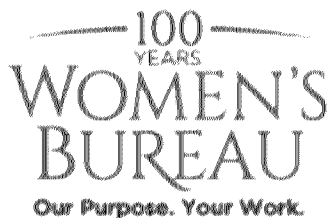
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**Cc:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
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**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
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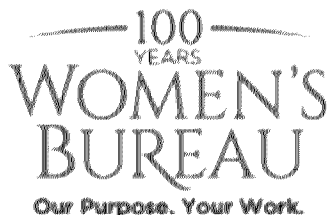
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**Sent:** Friday, September 25, 2020 10:24 AM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

Get Outlook for iOS

---

**From:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:13:48 AM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>  
**Subject:** New EO - Hotline/Email - Immediate Review and Approval

Craig,

Attached, are the following:

1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
2. Help Desk Script – cleared; just need your approval.
3. Screenshot – placed in Drupal; ready to go live once we get final sign-off.

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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-4

[b(6)]

**Tina Williams | Director**

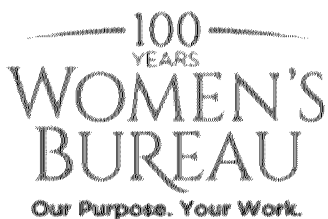
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [b(6)] Fax: 202-693- 1305

Email: [b(6)]@dol.gov



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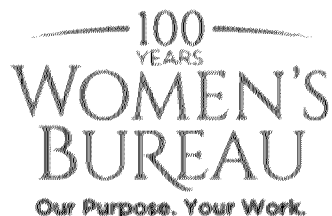
**From:**  
**To:** Leen, Craig - OFCCP; Seely, Christopher - OFCCP  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 2:43:49 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval  
**Attachments:** Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS).docx

Keir

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**Subject:** New EO - Hotline/Email - Immediate Review and Approval

Please see below. Please accept all OSEC edits [b(5)] from the hotline voicemail message. We are good to go. Please proceed to post everything. Please let Stan know this is time sensitive and that we have OSEC approval. Thanks everyone.

Craig E. Leen  
OFCCP Director



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**Sent:** Friday, September 25, 2020 2:12 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
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**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Chad, as discussed, I am in general agreement with all the edits [b(5)] in the hotline script. The Secretary was clear that unconscious bias training will be allowed (as long as it doesn't target

a specific race or sex), and this is my opinion as well as Director

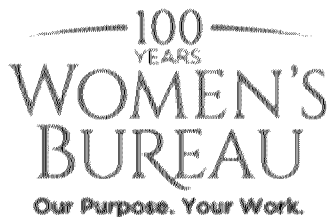
(b) 5

(b) 5

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Thanks,  
Craig

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OFCCP Director



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**To:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>; Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>

**Cc:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>

**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Craig please find revisions in the attached. Not in the attached but as discussed in our other email is the request that OFCCP mention at the start of the hotline call that information will be kept confidential to the extent permitted by law, etc.

Could you please also have OFCCP work towards creating a link to this on their front webpage? Thank you.

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**Cc:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>

**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval

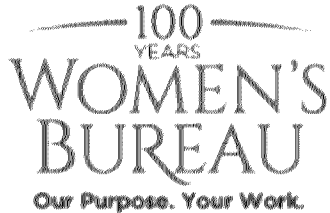
**Importance:** High

DOL008899

We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



**From:** Leen, Craig - OFCCP  
**Sent:** Friday, September 25, 2020 10:56 AM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

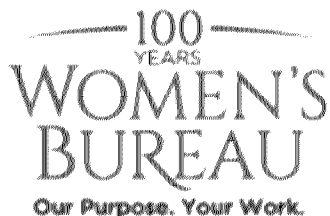
Once again, great work. My proposed edits are attached. Please feel free to reword. I would like a link on OFCCP's main webpage as well. I will be keeping OSEC updated also. The goal is as follows:

- OFCCP will receive all complaints made under the new EO or EO 11246.
- The part under the new EO will be processed once it becomes effective.
- The part under EO 11246 will be acted on now, with a reminder that race and sex stereotyping against a protected class in employment is generally prohibited under EO 11246.

Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



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Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

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---

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**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202 [b(6)]

**Tina Williams | Director**

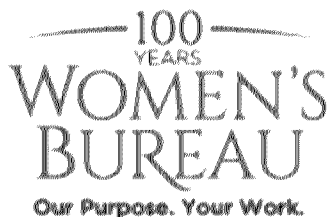
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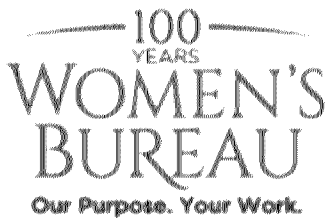
Email: [b(6)]@dol.gov



**From:**  
**To:** Williams, Tina T - OFCCP  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Gean, Lissette - OFCCP; Seely, Christopher - OFCCP; Squitieri, Chad C - OSEC; Taylor, Timothy J - SOL  
**Sent:** 9/25/2020 2:49:37 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval  
**Attachments:** Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS).docx

I'm including Chad and Tim. As there is no issue with the voicemail message, please proceed to post. Regarding our internal script/talking points, I am fine editing it to reflect the same language from the voicemail message if Chad and Tim agree. If not, please put it back.

Craig E. Leen  
OFCCP Director



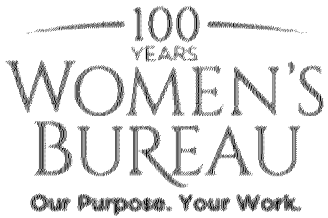
**From:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:45 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>; Seely, Christopher - OFCCP [b(6)]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

Keir flagged an important concern on the attached. The other changes to add the confidentiality language [b(5)] [b(5)] have been done.

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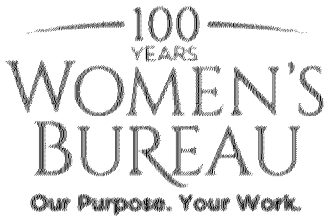
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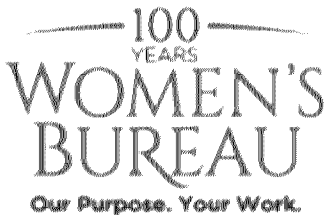
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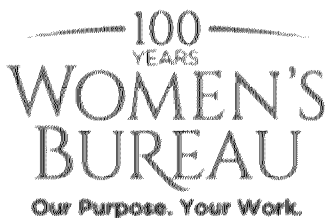
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OFCCP Director



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OFCCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-

**b(6)**

**Tina Williams | Director**

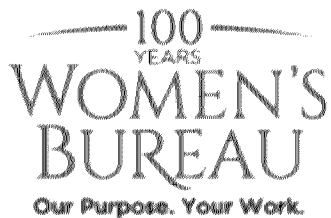
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: **b(6)** Fax: 202-693- 1305

Email: **b(6)**@dol.gov



---

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**To:** Squitieri, Chad C - OSEC; Leen, Craig - OFCCP  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Gean, Lissette - OFCCP; Seely, Christopher - OFCCP; Taylor, Timothy J - SOL  
**Sent:** 9/25/2020 3:19:26 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits - ak +BS(CS)(KB).docx

Chad –

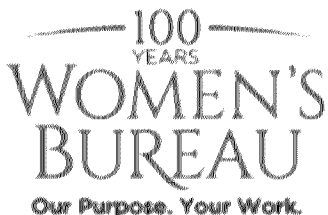
**From:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Sent:** Friday, September 25, 2020 3:10 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Williams, Tina T - OFCCP [b(6)]@dol.gov>  
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Thanks Craig we are reviewing

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**Sent:** Friday, September 25, 2020 2:54 PM  
**To:** Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>; Seely, Christopher - OFCCP [b(6)]@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

I'm including Chad and Tim. As there is no issue with the voicemail message, please proceed to post. Regarding our internal script/talking points, I am fine editing it to reflect the same language from the voicemail message if Chad and Tim agree. If not, please put it back. Thanks, Craig

Craig E. Leen  
OFCCP Director



**From:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:45 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>; Seely, Christopher - OFCCP [b(6)]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

Keir flagged an important concern on the attached. The other changes to add the confidentiality language (b) 5

(b) 5 have been done.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

**Sent:** Friday, September 25, 2020 2:17 PM

**To:** Williams, Tina T. - OFCCP (b) 5@dol.gov>; Seely, Christopher - OFCCP (b) 5@dol.gov>

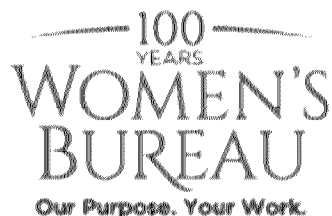
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP

(b) 5@dol.gov>; Gean, Lissette - OFCCP <(b) 5@dol.gov>

**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval

Please see below. Please accept all OSEC edits (b) 5 from the hotline voicemail message. We are good to go. Please proceed to post everything. Please let Stan know this is time sensitive and that we have OSEC approval. Thanks everyone.

Craig E. Leen  
OFCCP Director



**From:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>

**Sent:** Friday, September 25, 2020 2:12 PM

**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Thanks Craig, your point makes sense. OSEC is OK with using your recommended approach #1 below.

Since all other edits were accepted I think we are good to go?

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

**Sent:** Friday, September 25, 2020 1:59 PM

**To:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Chad, as discussed, I am in general agreement with all the edits (b) 5 in the hotline script. The Secretary was clear that unconscious bias training will be allowed (as long as it doesn't target a specific race or sex) and this is my opinion as well as Director (b) 5

(b) 5

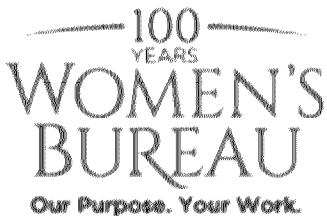


(b) 5

We are otherwise good to go.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Sent:** Friday, September 25, 2020 1:29 PM  
**To:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>; Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
**Cc:** Williams, Tina T - OFCCP <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Craig please find revisions in the attached. Not in the attached but as discussed in our other email is the request that OFCCP mention at the start of the hotline call that information will be kept confidential to the extent permitted by law, etc.

Could you please also have OFCCP work towards creating a link to this on their front webpage? Thank you.

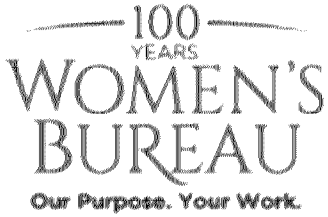
**From:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Sent:** Friday, September 25, 2020 10:59 AM  
**To:** Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
**Cc:** Williams, Tina T - OFCCP <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

Thanks,  
Craig

Craig E. Leen

OFCCP Director



**From:** Leen, Craig - OFCCP  
**Sent:** Friday, September 25, 2020 10:56 AM  
**To:** Williams, Tina T - OFCCP <b(6)>@dol.gov>  
**Cc:** Davidson, Patricia J - OFCCP <b(6)>@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <b(6)>@dol.gov>; Gean, Lissette - OFCCP <b(6)>@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

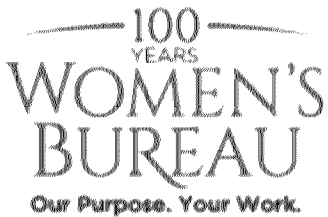
Once again, great work. My proposed edits are attached. Please feel free to reword. I would like a link on OFCCP's main webpage as well. I will be keeping OSEC updated also. The goal is as follows:

- OFCCP will receive all complaints made under the new EO or EO 11246.
- The part under the new EO will be processed once it becomes effective.
- The part under EO 11246 will be acted on now, with a reminder that race and sex stereotyping against a protected class in employment is generally prohibited under EO 11246.

Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 10:24 AM  
**To:** Williams, Tina T - OFCCP <b(6)>@dol.gov>  
**Cc:** Davidson, Patricia J - OFCCP <b(6)>@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <b(6)>@dol.gov>; Gean, Lissette - OFCCP <b(6)>@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

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---

**From:** Williams, Tina T - OFCCP <(b) 6>

**Sent:** Friday, September 25, 2020 10:13:48 AM

**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>

**Subject:** New EO - Hotline/Email - Immediate Review and Approval

Craig,

Attached, are the following:

1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
2. Help Desk Script – cleared; just need your approval.
3. Screenshot – placed in Drupal; ready to go live once we get final sign-off.

The email and hotline information is below:

Contact the OFCCP Complaint Hotline to Combat Race and Sex Stereotyping (hyperlink to [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov))

OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-693-1305

[REDACTED]

**Tina Williams | Director**

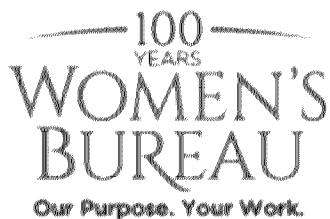
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [REDACTED] k: 202-693- 1305

Email: [REDACTED] gov

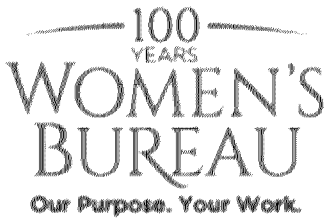


---

**From:**  
**To:** Williams, Tina T - OFCCP  
**CC:** Davidson, Patricia J - OFCCP; Gaglione, Robert J - OFCCP; Seely, Christopher - OFCCP;  
Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 11:00:16 AM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits.docx; Hotline Recording \_EO on  
Combating Race and Sex Stereotyping\_09-25-2020.edits.docx; Website Update - EO Hotline

Great work.

Craig E. Leen  
OFCCP Director



**From:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:14 AM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Gaglione, Robert J - OFCCP  
<Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[b(6)]@dol.gov>; Gean, Lissette -  
OFCCP [b(6)]@dol.gov>  
**Subject:** New EO - Hotline/Email - Immediate Review and Approval

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Attached, are the following:

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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping [b(6)]

**Tina Williams | Director**

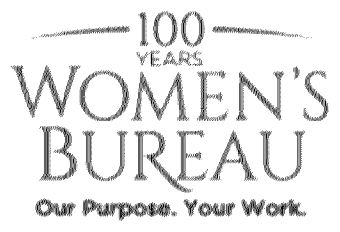
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [b(6)]-693-1305

Email: [b(6)]



**From:** Squitieri, Chad C - OSEC </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=80ED763B75B846FF8B842B19BD2B9156-SQUITIERI,>  
**To:** Leen, Craig - OFCCP; Kilberg, Andrew G - OSEC; Swearingen, Brett A - OSEC; Taylor, Timothy J - SOL  
**CC:** Williams, Tina T - OFCCP  
**Sent:** 9/25/2020 1:28:48 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits - ak +BS.docx; Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS.docx

Craig please find revisions in the attached. Not in the attached but as discussed in our other email is the request that OFCCP mention at the start of the hotline call that information will be kept confidential to the extent permitted by law, etc.

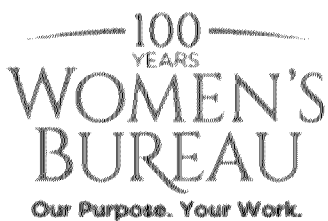
Could you please also have OFCCP work towards creating a link to this on their front webpage? Thank you.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 10:59 AM  
**To:** Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Cc:** Williams, Tina T - OFCCP { (b) 6 }  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



**From:** Leen, Craig - OFCCP  
**Sent:** Friday, September 25, 2020 10:56 AM  
**To:** Williams, Tina T - OFCCP <Tina.T.Williams@dol.gov>  
**Cc:** Davidson, Patricia J - OFCCP <Patricia.J.Davidson@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <Christopher.Seely@dol.gov>; Gean, Lissette - OFCCP <Lissette.Gean@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

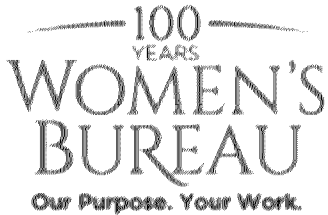
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Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
 Sent: Friday, September 25, 2020 10:24 AM  
 To: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
 Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;  
 Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
 Subject: Re: New EO - Hotline/Email - Immediate Review and Approval

Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

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---

From: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
 Sent: Friday, September 25, 2020 10:13:48 AM  
 To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
 Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;  
 Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <Gean.[REDACTED]@dol.gov>  
 Subject: New EO - Hotline/Email - Immediate Review and Approval

Craig,

Attached, are the following:

1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-693-6000

[REDACTED]

**Tina Williams | Director**

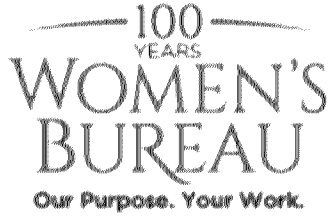
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: **b(6)** Fax: 202-693- 1305

Email: **b(6)** [dol.gov](mailto:b(6)@dol.gov)





---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Lott, LaToya M - OFCCP  
**Sent:** 9/25/2020 11:43:52 AM  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits.docx; Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits.docx; Website Update - EO Hotline

Chris Seely

202: **b(6)**

**From:** Williams, Tina T - OFCCP <**b(6)**>  
**Sent:** Friday, September 25, 2020 8:04 AM  
**To:** Seely, Christopher - OFCCP <**b(6)**>  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval

Chris – also ask Troy to also make sure the hotline is linked on our main OFCCP Landing Page as well. Thanks.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 10:56 AM  
**To:** Williams, Tina T - OFCCP <**b(6)**@dol.gov>  
**Cc:** Davidson, Patricia J - OFC <**b(6)**@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <**b(6)**@dol.gov>; Gean, Lissette - OFCCP <**b(6)**@dol.gov>  
**Subject:** RE: NEW EO - Hotline/Email - Immediate Review and Approval

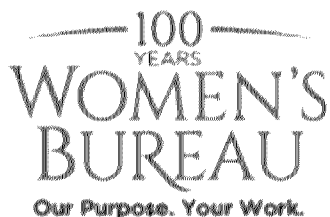
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Thanks,  
Craig

Craig E. Leen  
OFCCP Director



**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 10:24 AM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Re: New EO - Hotline/Email - Immediate Review and Approval

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---

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**Sent:** Friday, September 25, 2020 10:13:48 AM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-693-1305 [REDACTED]

**Tina Williams | Director**

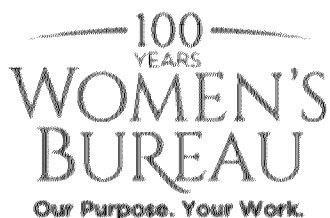
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [REDACTED] Fax: 202-693-1305

Email: [REDACTED]@dol.gov

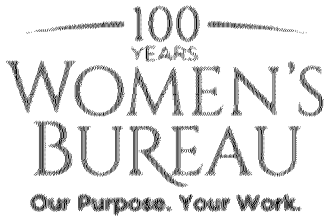


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**From:** Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>  
**To:** Williams, Tina T - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 2:00:28 PM  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval

FYI, I'm asking for one change to the hotline message. Chad will respond shortly and then we are good to go.

Craig E. Leen  
OFCCP Director



**From:** Leen, Craig - OFCCP  
**Sent:** Friday, September 25, 2020 1:59 PM  
**To:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

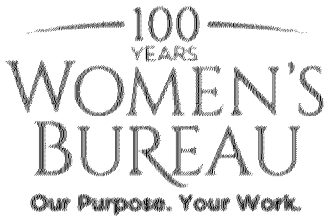
Chad, as discussed, I am in general agreement with all the edits (b) 5 in the hotline script. The Secretary was clear that unconscious bias training will be allowed (as long as it doesn't target a specific race or sex), and this is my opinion as well as Director. (b) 5

# (b) 5

We are otherwise good to go.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



From: Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>

Sent: Friday, September 25, 2020 1:29 PM

To: Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>; Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>

Cc: Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>

Subject: RE: New EO - Hotline/Email - Immediate Review and Approval

Craig please find revisions in the attached. Not in the attached but as discussed in our other email is the request that OFCCP mention at the start of the hotline call that information will be kept confidential to the extent permitted by law, etc.

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From: Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>

Sent: Friday, September 25, 2020 10:59 AM

To: Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>

Cc: Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>

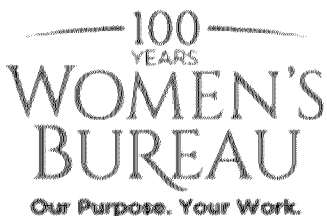
Subject: FW: New EO - Hotline/Email - Immediate Review and Approval

Importance: High

We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

Thanks,  
Craig

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OFCCP Director



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Sent: Friday, September 25, 2020 10:56 AM

To: Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>

Cc: Davidson, Patricia J - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>; Gaglione, Robert J - OFCCP <[Gaglione.Robert.J@dol.gov](mailto:Gaglione.Robert.J@dol.gov)>;

Seely, Christopher - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>; Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>

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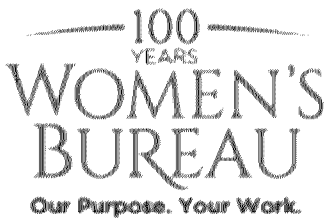
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Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

Thanks,  
Craig

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OFCCP Director



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Sent: Friday, September 25, 2020 10:24 AM  
To: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
Subject: Re: New EO - Hotline/Email - Immediate Review and Approval

Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

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From: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
Sent: Friday, September 25, 2020 10:13:48 AM  
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
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Craig,

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1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
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3. Screenshot – placed in Drupal; ready to go live once we get final sign-off.

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[OFCCPCComplaintHotline@dol.gov](mailto:OFCCPCComplaintHotline@dol.gov))

OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-

**b(6)**

**Tina Williams | Director**

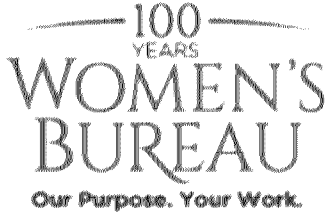
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: **b(6)** Fax: 202-693- 1305

Email: **b(6)** [dol.gov](mailto:dol.gov)

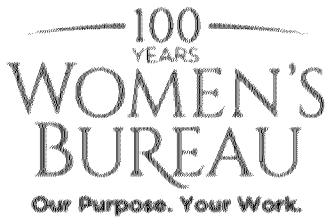


---

**From:** Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>  
**To:** Squitieri, Chad C - OSEC; Kilberg, Andrew G - OSEC; Swearingen, Brett A - OSEC; Taylor, Timothy J - SOL  
**Sent:** 9/25/2020 2:12:19 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Excellent. Yes, we are good to go. We will proceed.

Craig E. Leen  
OFCCP Director



**From:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Sent:** Friday, September 25, 2020 2:12 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Thanks Craig, your point makes sense. OSEC is OK with using your recommended approach #1 below.

Since all other edits were accepted I think we are good to go?

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 1:59 PM  
**To:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
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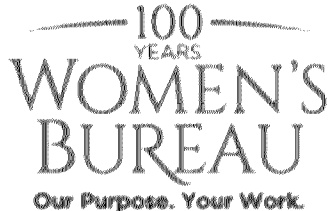
(b) 5

(b) 5

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Craig E. Leen  
OFCCP Director



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**Cc:** Williams, Tina T - OFCCP <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
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**To:** Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
**Cc:** Williams, Tina T - OFCCP <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director

DOL008942





**From:** Leen, Craig - OFCCP  
**Sent:** Friday, September 25, 2020 10:56 AM  
**To:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Cc:** Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

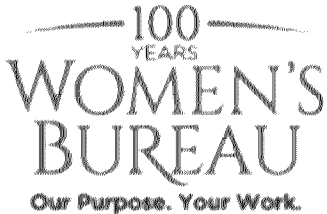
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Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

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 OFCCP Director



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**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

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---

**From:** Williams, Tina T - OFCCP [b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 10:13:48 AM

To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

Cc: Davidson, Patricia J - OFCCP [b(6)]@dol.gov; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP [b(6)]r@dol.gov; Gean, Lissette - OFCCP [b(6)]@dol.gov

Subject: new EOP routine/Email - Immediate Review and Approval

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Attached, are the following:

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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202

[b(6)]

**Tina Williams | Director**

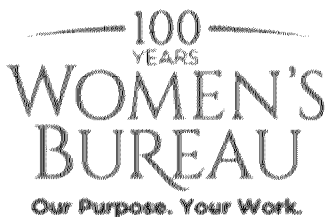
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct [b(6)]ax: 202-693- 1305

Email [b(6)]ol.gov



**From:** Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>  
**To:** Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 12:01:23 PM  
**Subject:** Fwd: New EO - Hotline/Email - Immediate Review and Approval

The quote is in the emails below.

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---

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 11:25 AM  
**To:** Kilberg, Andrew G - OSEC; Squitieri, Chad C - OSEC; Swearingen, Brett A - OSEC; Taylor, Timothy J - SOL  
**Cc:** Williams, Tina T - OFCCP; Gean, Lissette - OFCCP  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

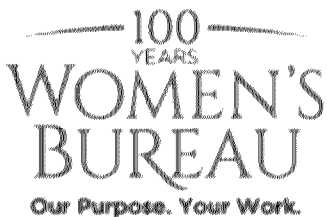
That is the title of the Executive Order (race and sex stereotyping)

(b) 5

(b) 5

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



**From:** Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>  
**Sent:** Friday, September 25, 2020 11:16 AM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

DOL008945

(b) 5

Andrew G. I. Kilberg  
Counselor to the Secretary  
U.S. Department of Labor

202 **b(6)**

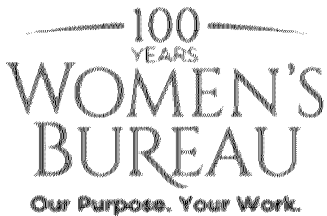
From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
Sent: Friday, September 25, 2020 11:13 AM  
To: Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
Cc: Williams, Tina T - OFCCP <**b(6)**@dol.gov>; Gean, Lissette - OFCCP <**b(6)**@dol.gov>  
Subject: RE: New EO - Hotline/Email - Immediate Review and Approval

Copying Lissette as well. We will start working on a press release. I would want it to say the following:

(b) 5

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



From: Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
Sent: Friday, September 25, 2020 11:09 AM  
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
Cc: Williams, Tina T - OFCCP <**b(6)**@dol.gov>  
Subject: RE: New EO - Hotline/Email - Immediate Review and Approval

Thanks Craig we will review. We will also need a press release, can OFCCP work with OPA to draft one (if they are not already)?

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To: Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
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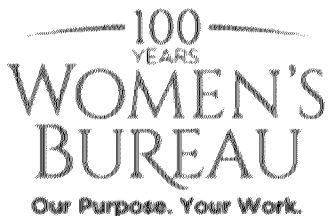
DOL008946

Importance: High

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Thanks,  
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OFCCP Director



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Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;

Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>

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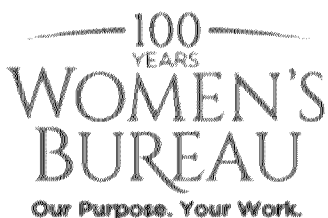
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Sent: Friday, September 25, 2020 10:24 AM

To: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>

Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;

DOL008947

Seely, Christopher - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>  
Subject: Re: New EO - Hotline/Email - Immediate Review and Approval

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---

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Sent: Friday, September 25, 2020 10:15:48 AM  
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
Cc: Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>  
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**Tina Williams | Director**

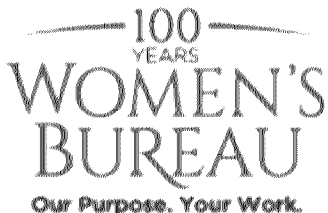
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Direct [b(6)] Fax: 202-693- 1305

Email: [b(6)]@dol.gov



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**To:** Williams, Tina T - OFCCP  
**Sent:** 9/25/2020 11:21:39 AM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Ok

Chris Seely  
202: [b(6)]

**From:** Williams, Tina T - OFCCP <[b(6)]>  
**Sent:** Friday, September 25, 2020 8:21 AM  
**To:** Seely, Christopher - OFCCP <[b(6)]>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

[b(5)]

**From:** Williams, Tina T - OFCCP  
**Sent:** Friday, September 25, 2020 11:19 AM  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval

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**Andrew G. I. Kilberg**  
Counselor to the Secretary  
U.S. Department of Labor  
202.6 [b(6)]

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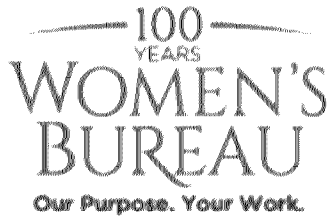
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DOL008949

(b) 5

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



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We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

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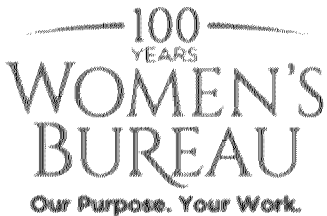
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Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

Get [Outlook for iOS](#)

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1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
2. Help Desk Script – cleared; just need your approval.
3. Screenshot – placed in Drupal; ready to go live once we get final sign-off.

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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 2 [b(6)]

**Tina Williams | Director**

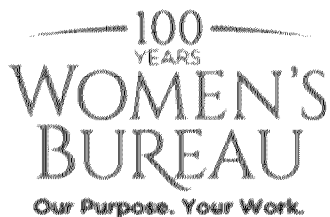
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [b(6)] Fax: 202-693- 1305

Email: [b(6)]@dol.gov



**From:** Lott, LaToya M - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=DCC4357F540B4E92A346EF5F7ABD0A92-LOTT, LATOY>  
**To:** Seely, Christopher - OFCCP  
**CC:** Williams, Tina T - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 12:13:10 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval  
**Attachments:** OPA-DRAFT\_20-XXX-OFCCP HOTLINE PRESS RELEASE.docx

Chris,

Please find attached the draft press release for OFCCP's hotline for review.

Thank you,

LaToya M. Lott, MPA  
Strategic Communications Specialist, DPPD

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**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

LaToya -

Please focus immediately on drafting a press release about the new hotline using the current template. I'll call you in 5 minutes.

Chris Seely

202 b(6)

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We should also add

**(b) 5**

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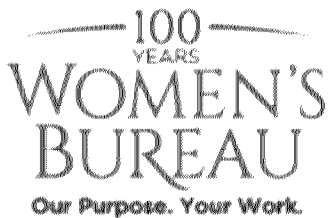
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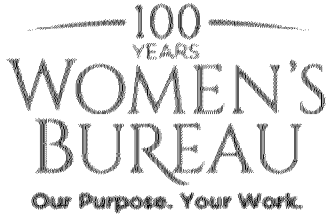
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DOL008954

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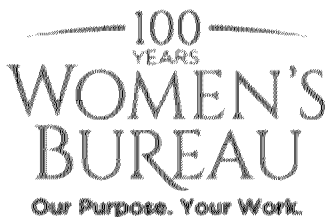
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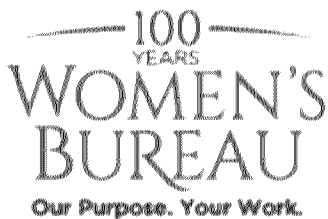
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Direct: [REDACTED] Fax: 202-693- 1305

Email: [REDACTED]@dol.gov





# News Release

U.S. Department of Labor | September xx, 20XX

## OFCCP Launches Hotline to Combat Race and Sex Stereotyping

WASHINGTON, DC – On September 22, 2020, the President of the United States issued an Executive Order (EO) on “Combating Race and Sex Stereotyping” covering all federal contractors and subcontractors. In accordance with Section 4(b) of this new executive order, the U.S. Department of Labor’s, Office of Federal Contract Compliance Programs (OFCCP) has established a hotline and email address and will begin investigating complaints under both Executive Order 11246 and the Executive Order issued on September 22, 2020 alleging that a Federal contractor “is utilizing training programs in violation of the contractor’s obligations under those orders.”

If you would like to file a complaint, contact OFCCP’s Complaint Hotline to Combat Race and Sex Stereotyping at 202-343-2008 or email at [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov). You may also visit the OFCCP website at <https://www.dol.gov/agencies/ofccp/contact> for more information.

“Federal contractors must not engage in race or sex stereotyping or scapegoating in employment training programs or in employment generally,” said Office of Federal Contract Compliance Programs Director Craig Leen.

The Executive Order on Combating Race and Sex Stereotyping was implemented “to promote economy and efficiency in Federal contracting to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating.” While the September 22, 2020 Executive Order is effective immediately, its specific requirements for Federal contractors apply only to those with Federal contracts entered into 60 days after the date of the order, or November 21, 2020.

In addition to Executive Order 11246, OFCCP enforces Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974. These laws, as amended, make it illegal for contractors and subcontractors doing business with the federal government to discriminate in employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. In addition, contractors and subcontractors are prohibited from discriminating against applicants or employees because they have inquired about, discussed, or disclosed their compensation or the compensation of others subject to certain limitations, and may not retaliate against applicants or employees for engaging in protected activities. These laws also require that federal contractors provide equal employment opportunity through affirmative action. For more information, please call OFCCP’s toll-free helpline at 800-397-6251 or visit <https://www.dol.gov/ofccp/>.

The mission of the Department of Labor is to foster, promote and develop the welfare of the wage earners, job seekers and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

###

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**Media Contacts:**

Edwin Nieves, 202-693-4655, [nieves.edwin@dol.gov](mailto:nieves.edwin@dol.gov)  
Bennett Gamble, 202-693-4686, [gamble.bennett@dol.gov](mailto:gamble.bennett@dol.gov)

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Craig should have said that when I asked about messaging earlier this week. I'll ask LaToya to get on it. She was already working on a message.

Chris Seely

202-[b(6)]

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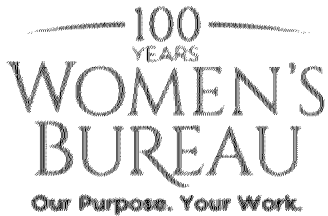
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**To:** Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
**Cc:** Williams, Tina T - OFCCP <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



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**To:** Williams, Tina T - OFCCP <(b) 6>  
**Cc:** Davidson, Patricia J - OFCCP <(b) 6>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <(b) 6@dol.gov>; Gean, Lissette - OFCCP <(b) 6@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

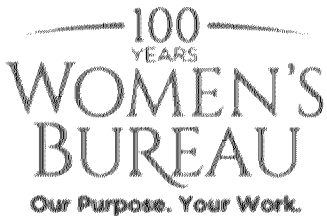
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Get [Outlook for iOS](#)

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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202

[b(6)]

**Tina Williams | Director**

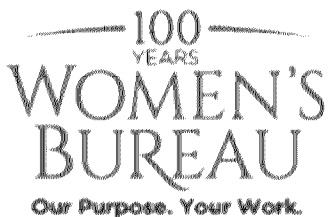
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [b(6)] Fax: 202-693- 1305

Email: [b(6)]@dol.gov



---

**From:** Bickerstaffe, Keir - SOL </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=76946342408840629D14D5B8C536A764-BICKERSTAFF>  
**To:** Seely, Christopher - OFCCP; Williams, Tina T - OFCCP  
**Sent:** 9/25/2020 2:23:39 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Also noting that email is from three hours ago; there have been at least a couple different versions since then.

Keir Bickerstaffe  
Counsel for Interpretation and Advice, SOL-CRLM  
(202) **b(6)**

**From:** Seely, Christopher - OFCCP <Seely.Christopher@dol.gov>  
**Sent:** Friday, September 25, 2020 2:20 PM  
**To:** Williams, Tina T - OFCCP <**b(6)**>  
**Cc:** Bickerstaffe, Keir - SOL <**b(6)**>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

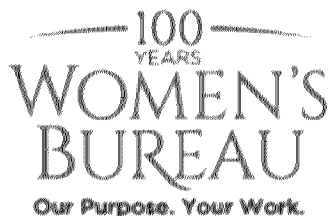
Tina - which version is Craig talking about?

Chris Seely  
202- **b(6)**

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**Sent:** Friday, September 25, 2020 11:17 AM  
**To:** Williams, Tina T - OFCCP <**b(6)**@dol.gov>; Seely, Christopher - OFCCP <**b(6)**@dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <**b(6)**@dol.gov>; Gean, Lissette - OFCCP <**b(6)**@dol.gov>  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval

Please see below. Please accept all OSEC edits **b(5)** from the hotline voicemail message. We are good to go. Please proceed to post everything. Please let Stan know this is time sensitive and that we have OSEC approval. Thanks everyone.

Craig E. Leen  
OFCCP Director



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**Sent:** Friday, September 25, 2020 2:12 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

DOL008963

Subject: RE: New EO - Hotline/Email - Immediate Review and Approval

Thanks Craig, your point makes sense. OSEC is OK with using your recommended approach #1 below.

Since all other edits were accepted I think we are good to go?

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To: Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>;

Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

Subject: RE: New EO - Hotline/Email - Immediate Review and Approval

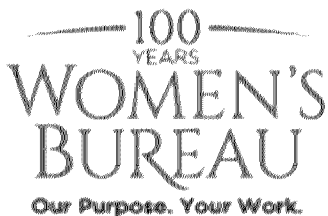
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(b) 5

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Thanks,  
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OFCCP Director



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Sent: Friday, September 25, 2020 1:29 PM

To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

Cc: Williams, Tina T - OFCCP <(b)(6)@dol.gov>

Subject: RE: New EO - Hotline/Email - Immediate Review and Approval

Craig please find revisions in the attached. Not in the attached but as discussed in our other email is the request that OFCCP

DOL008964

mention at the start of the hotline call that information will be kept confidential to the extent permitted by law, etc.

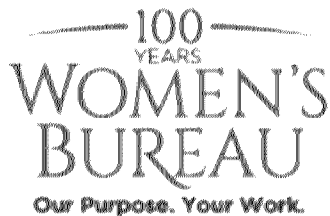
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Subject: RE: New EO - Hotline/Email - Immediate Review and Approval

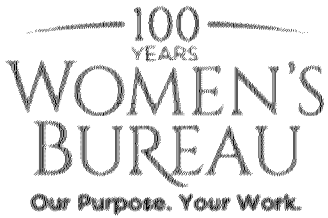
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---

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 Sent: Friday, September 25, 2020 10:15:48 AM  
 To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
 Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;  
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**Tina Williams | Director**

Division of Policy and Program Development  
 Office of Federal Contract Compliance Programs  
 200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [REDACTED] 202-693- 1305  
 Email: [REDACTED]@dol.gov

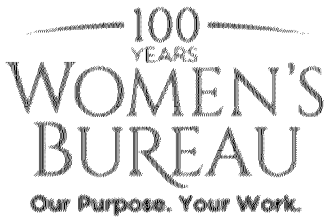




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**To:** Williams, Tina T - OFCCP; Seely, Christopher - OFCCP  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 2:32:29 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Thanks very much. Please let me know when live/posted.

Craig E. Leen  
OFCCP Director



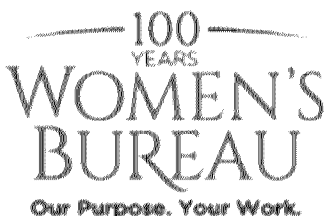
**From:** Williams, Tina T - OFCCP <Williams.Tina.T@dol.gov>  
**Sent:** Friday, September 25, 2020 2:31 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>;  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

We are working on these now.

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**Sent:** Friday, September 25, 2020 2:17 PM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>;  
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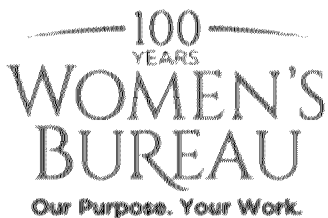
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DOL008969

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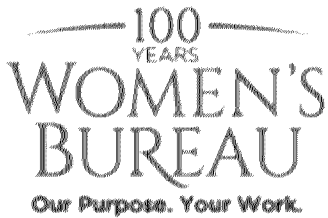
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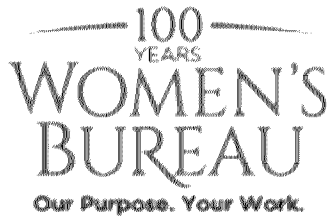
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**Tina Williams | Director**

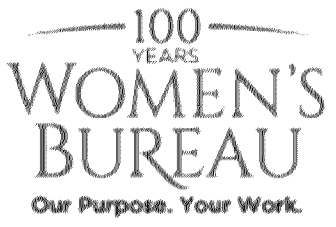
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [REDACTED] 693- 1305

Email: [REDACTED]



**From:** Lott, LaToya M - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=DCC4357F540B4E92A346EF5F7ABD0A92-LOTT, LATOY>  
**To:** Williams, Tina T - OFCCP; Seely, Christopher - OFCCP  
**CC:** Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 11:38:49 AM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Okay will do!

Thank you,

LaToya M. Lott, MPA  
Strategic Communications Specialist, DPPD

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 11:26 AM  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Lott, LaToya M - OFCCP <b(6)@dol.gov>  
**Cc:** Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

LaToya - this is an expedited request. When we send to Stan, please let him know this is a part of the new EO and needs immediate review/approval. Thanks.

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**Cc:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
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Please focus immediately on drafting a press release about the new hotline using the current template. I'll call you in 5 minutes.

Chris Seely

202- b(6)

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We should also add

(b) 5

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**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Swearingen, Brett A

DOL008973

- OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
Cc: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
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Andrew G. I. Kilberg  
Counselor to the Secretary  
U.S. Department of Labor  
202 [REDACTED]

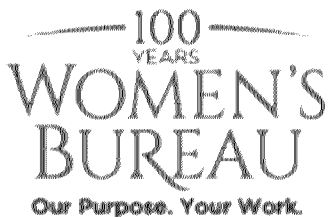
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Thanks,  
Craig

Craig E. Leen  
OFCCP Director



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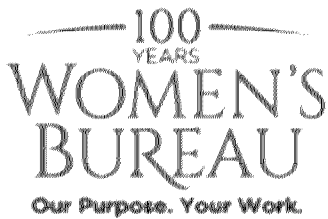


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OFCCP Director



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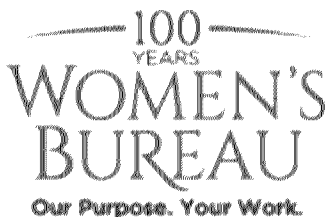
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Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

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Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>

Subject: Re: New EO - Hotline/Email - Immediate Review and Approval

Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

[Get Outlook for iOS](#)

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Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>

Subject: New EO - Hotline/Email - Immediate Review and Approval

Craig,

Attached, are the following:

1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
2. Help Desk Script – cleared; just need your approval.
3. Screenshot – placed in Drupal; ready to go live once we get final sign-off.

The email and hotline information is below:

Contact the OFCCP Complaint Hotline to Combat Race and Sex Stereotyping ([hyperlink to OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov))

OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-

[REDACTED]

**Tina Williams | Director**

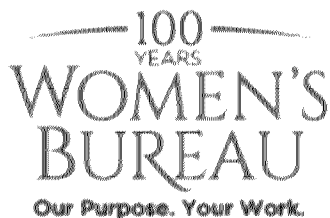
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [REDACTED] | Fax: 202-693- 1305

Email: [REDACTED]@dol.gov



---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Lott, LaToya M - OFCCP  
**CC:** Williams, Tina T - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 12:23:14 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Thank you - reviewing now.

Chris Seely  
202- [b(6)]

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Chris,

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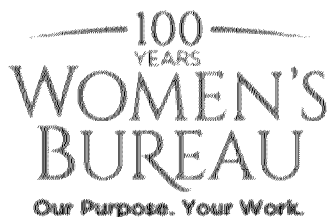
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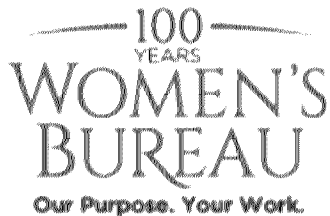
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Get Outlook for iOS

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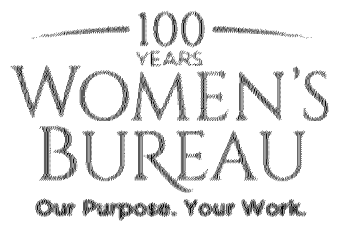
**Tina Williams | Director**

Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

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**To:** Lott, LaToya M - OFCCP  
**CC:** Williams, Tina T - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 12:30:13 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval  
**Attachments:** OPA-DRAFT\_20-XXX-OFCCP HOTLINE PRESS RELEASE.docx

Excellent work, LaToya. I only had a couple minor edits. Please send the attached version to OPA for expedited clearance, copying all of us.

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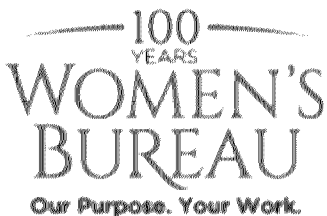
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DOL008983

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Subject: RE: New EO - Hotline/Email - Immediate Review and Approval

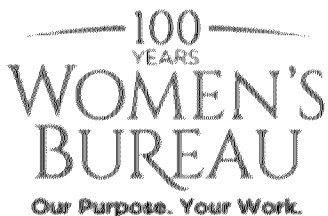
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- The part under the new EO will be processed once it becomes effective.
- The part under EO 11246 will be acted on now, with a reminder that race and sex stereotyping against a protected class in employment is generally prohibited under EO 11246.

Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
 Sent: Friday, September 25, 2020 10:24 AM  
 To: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
 Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;  
 Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
 Subject: Re: New EO - Hotline/Email - Immediate Review and Approval

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Get Outlook for iOS

From: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
 Sent: Friday, September 25, 2020 10:13:48 AM  
 To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
 Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;  
 Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
 Subject: New EO - Hotline/Email - Immediate Review and Approval

Craig,

Attached, are the following:

1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
2. Help Desk Script – cleared; just need your approval.
3. Screenshot – placed in Drupal; ready to go live once we get final sign-off.

The email and hotline information is below:

Contact the OFCCP Complaint Hotline to Combat Race and Sex Stereotyping (hyperlink to [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov))

OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: [REDACTED]

**Tina Williams | Director**

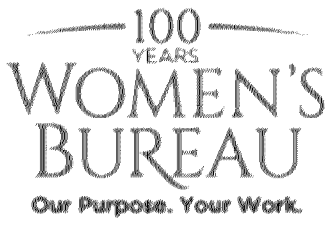
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [REDACTED] Fax: 202-693- 1305

Email: [REDACTED]@dol.gov





# News Release

U.S. Department of Labor | September xx, 20XX

## OFCCP Launches Hotline to Combat Race and Sex Stereotyping

WASHINGTON, DC – On September 22, 2020, the President of the United States issued “Executive Order Combating Race and Sex Stereotyping.” In accordance with Section 4(b) of this new executive order, the U.S. Department of Labor’s, Office of Federal Contract Compliance Programs (OFCCP) has established a hotline and email address and will begin investigating complaints under both Executive Order 11246 and the Executive Order issued on September 22, 2020 alleging that a Federal contractor “is utilizing training programs in violation of the contractor’s obligations under those orders.”

If you would like to file a complaint, contact OFCCP’s Complaint Hotline to Combat Race and Sex Stereotyping at 202-343-2008 or email at [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov). You may also visit the OFCCP website at <https://www.dol.gov/agencies/ofccp/contact> for more information.

“Federal contractors must not engage in race or sex stereotyping or scapegoating in employment training programs or in employment generally,” said Office of Federal Contract Compliance Programs Director Craig Leen.

The Executive Order on Combating Race and Sex Stereotyping was implemented “to promote economy and efficiency in Federal contracting to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating.” While the September 22, 2020 Executive Order is effective immediately, its specific requirements for Federal contractors apply only to those with Federal contracts entered into 60 days after the date of the order, or November 21, 2020.

In addition to Executive Order 11246, OFCCP enforces Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974. These laws, as amended, make it illegal for contractors and subcontractors doing business with the federal government to discriminate in employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. In addition, contractors and subcontractors are prohibited from discriminating against applicants or employees because they have inquired about, discussed, or disclosed their compensation or the compensation of others subject to certain limitations, and may not retaliate against applicants or employees for engaging in protected activities. These laws also require that federal contractors provide equal employment opportunity through affirmative action. For more information, please call OFCCP’s toll-free helpline at 800-397-6251 or visit <https://www.dol.gov/ofccp/>.

The mission of the Department of Labor is to foster, promote and develop the welfare of the wage earners, job seekers and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

###

### Media Contacts:

U.S. Department of Labor news materials are accessible at <http://www.dol.gov>. The department’s Reasonable Accommodation Resource Center converts departmental information and documents into alternative formats, which include Braille and large print. For alternative format requests, please contact the department at (202) 693-7828 (voice) or (800) 877-8339 (federal relay).

Edwin Nieves, 202-693-4655, [nieves.edwin@dol.gov](mailto:nieves.edwin@dol.gov)  
 Bennett Gamble, 202-693-4686, [gamble.bennett@dol.gov](mailto:gamble.bennett@dol.gov)

Release Number: XX-XXXX-NAT

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**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Bickerstaffe, Keir - SOL  
**CC:** Williams, Tina T - OFCCP  
**Sent:** 9/25/2020 2:25:39 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Okay, Tina clarified that Craig is talking about the version that she sent to us at 1:35.

(b) 5

(b) 5

I'll make it a share document.

Chris Seely

202- (b) 6

**From:** Bickerstaffe, Keir - SOL <(b) 6@dol.gov>  
**Sent:** Friday, September 25, 2020  
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**Cc:** Williams, Tina T - OFCCP <(b) 6@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

A couple of the OSEC edits we believe are either legally incorrect or could be read that way.

Keir Bickerstaffe

Counsel for Interpretation and Advice, SOL-CRLM

(202) (b) 6

**From:** Seely, Christopher - O <(b) 6@dol.gov>  
**Sent:** Friday, September 25, 2020  
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**Cc:** Williams, Tina T - OFCCP <(b) 6@dol.gov>  
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Keir – I'm not sure we can take the edits.. are any of them Showstoppers that we need to put back to OSEC?

Chris Seely

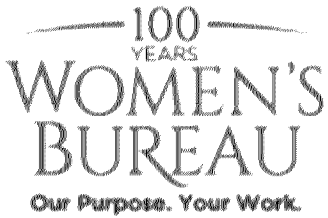
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**Sent:** Friday, September 25, 2020 11:17 AM  
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Please see below. Please accept all OSEC edits except take out "even if only unconsciously" from the hotline voicemail message. We are good to go. Please proceed to post everything. Please let Stan know this is time sensitive and that we have OSEC approval. Thanks everyone.

Craig E. Leen  
OFCCP Director

DOL008989



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**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Thanks Craig, your point makes sense. OSEC is OK with using your recommended approach #1 below.

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**To:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>; Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
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Chad, as discussed, I am in general agreement with all the edits (b) 5 in the hotline script. The Secretary was clear that unconscious bias training will be allowed (as long as it doesn't target a specific race or sex), and this is my opinion as well as Director. (b) 5

(b) 5

We are otherwise good to go.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director





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**Cc:** Williams, Tina T - OFCCP <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

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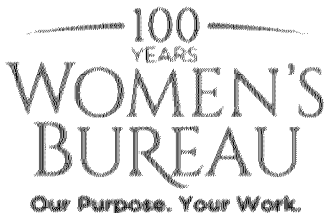
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**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



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**Sent:** Friday, September 25, 2020 10:56 AM  
**To:** Williams, Tina T - OFCCP <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
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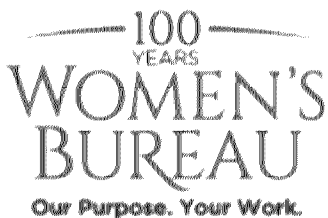
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**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** New EO - Hotline/Email - Immediate Review and Approval

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DOL008992

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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-

**b(6)**

**Tina Williams | Director**

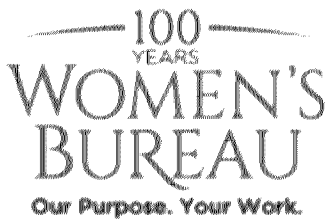
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: **b(6)** Fax: 202-693- 1305

Email: **b(6)** [dol.gov](mailto:dol.gov)



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**To:** Leen, Craig - OFCCP; Williams, Tina T - OFCCP  
**CC:** Gaglione, Robert J - OFCCP; Davidson, Patricia J - OFCCP; Gean, Lissette - OFCCP; Seely, Christopher - OFCCP; Taylor, Timothy J - SOL  
**Sent:** 9/25/2020 3:23:36 PM  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

This change is ok, thanks

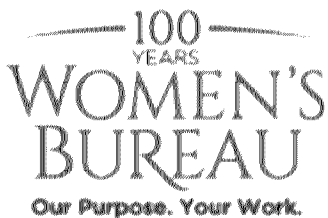
**From:** Squitieri, Chad C - OSEC  
**Sent:** Friday, September 25, 2020 3:10 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@dol.gov>; Williams, Tina T - OFCCP <(b) 6 >  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <(b) 6 >; Gean, Lissette - OFCCP <(b) 6 >; Seely, Christopher - OFCCP <(b) 6 >; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Thanks Craig we are reviewing

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 2:54 PM  
**To:** Williams, Tina T - OFCCP <(b) 6 @dol.gov>  
**Cc:** Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <(b) 6 @dol.gov>; Gean, Lissette - OFCCP <(b) 6 @dol.gov>; Seely, Christopher - OFCCP <(b) 6 @dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

I'm including Chad and Tim. As there is no issue with the voicemail message, please proceed to post. Regarding our internal script/talking points, I am fine editing it to reflect the same language from the voicemail message if Chad and Tim agree. If not, please put it back. Thanks, Craig

Craig E. Leen  
OFCCP Director



**From:** Williams, Tina T - OFCCP <(b) 6 @dol.gov>  
**Sent:** Friday, September 25, 2020 2:45 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Gaglione, Robert J - OFCCP <(b) 6 @dol.gov>; Davidson, Patricia J - OFCCP <(b) 6 @dol.gov>; Gean, Lissette - OFCCP <(b) 6 @dol.gov>; Seely, Christopher - OFCCP <(b) 6 @dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

Keir flagged an important concern on the attached. The other changes to add the confidentiality language (b) 5 (b) 5 have been done.

From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
Sent: Friday, September 25, 2020 2:17 PM  
To: Williams, Tina T - OFCCP <(b) 6@dol.gov>; Seely, Christopher - OFCCP <(b) 6@dol.gov>  
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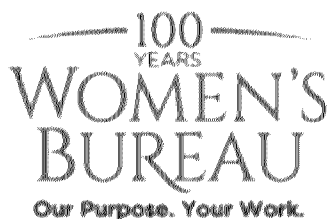
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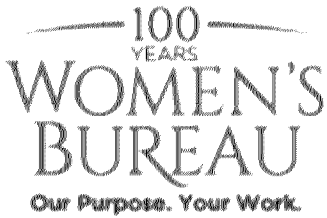
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From: Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
Sent: Friday, September 25, 2020 10:59 AM  
To: Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
Cc: Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
Subject: FW: New EO - Hotline/Email - Immediate Review and Approval  
Importance: High

We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



From: Leen, Craig - OFCCP  
 Sent: Friday, September 25, 2020 10:56 AM  
 To: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
 Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;  
 Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
 Subject: RE: New EO - Hotline/Email - Immediate Review and Approval

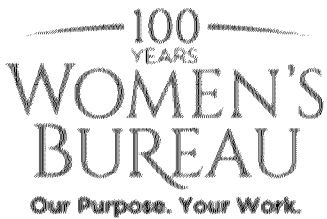
Once again, great work. My proposed edits are attached. Please feel free to reword. I would like a link on OFCCP's main webpage as well. I will be keeping OSEC updated also. The goal is as follows:

- OFCCP will receive all complaints made under the new EO or EO 11246.
- The part under the new EO will be processed once it becomes effective.
- The part under EO 11246 will be acted on now, with a reminder that race and sex stereotyping against a protected class in employment is generally prohibited under EO 11246.

Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

Thanks,  
 Craig

Craig E. Leen  
 OFCCP Director



From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
 Sent: Friday, September 25, 2020 10:24 AM  
 To: Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
 Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;  
 Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
 Subject: Re: New EO - Hotline/Email - Immediate Review and Approval

Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

Get [Outlook for iOS](#)

---

From: Williams, Tina T - OFCCP <Williams.Tina.T@dol.gov>  
 Sent: Friday, September 25, 2020 10:13:48 AM

To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
Cc: Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;  
Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
Subject: New EO - Hotline/Email - Immediate Review and Approval

Craig,

Attached, are the following:

1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
2. Help Desk Script – cleared; just need your approval.
3. Screenshot – placed in Drupal; ready to go live once we get final sign-off.

The email and hotline information is below:

Contact the OFCCP Complaint Hotline to Combat Race and Sex Stereotyping (hyperlink to [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov))

OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-

[REDACTED]

**Tina Williams | Director**

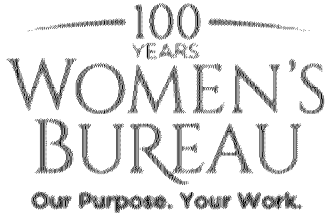
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: 202-693-1305

Email: [Williams.Tina@dol.gov](mailto:Williams.Tina@dol.gov)





Message

**From:** Williams, Tina T - OFCCP [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T]  
**Sent:** 9/25/2020 12:41:27 PM  
**To:** Lott, LaToya M - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=dcc4357f540b4e92a346ef5f7abd0a92-Lott, LaToy]; Seely, Christopher - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=6b2b2010aaf743ceb373a758390001a1-Seely, Chri]  
**CC:** Gean, Lissette - OFCCP [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=bbb9a13178c24aadb6b7613f2f9041f3-Gean, Lisse]  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Thank you.

---

**From:** Lott, LaToya M - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:36 PM  
**To:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Thank you! I have emailed the press release to OPA and informed them of its expedited clearance.

LaToya M. Lott, MPA  
Strategic Communications Specialist, DPPD

---

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:36 PM  
**To:** Lott, LaToya M - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Excellent work, LaToya. I only had a couple minor edits. Please send the attached version to OPA for expedited clearance, copying all of us.

Thank you,

Chris Seely  
202- [REDACTED]

---

**From:** Lott, LaToya M - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:36 PM  
**To:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Chris,

Please find attached the draft press release for OFCCP's hotline for review.

Thank you,

LaToya M. Lott, MPA  
Strategic Communications Specialist, DPPD

---

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Lott, LaToya M - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

LaToya –

Please focus immediately on drafting a press release about the new hotline using the current template. I'll call you in 5 minutes.

Chris Seely

202 [REDACTED]

---

**From:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

We should also add [REDACTED]

(b) 5

[REDACTED]

---

**From:** Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>  
**Sent:** Friday, September 25, 2020 11:16 AM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

[REDACTED]

**Andrew G. I. Kilberg**  
Counselor to the Secretary  
U.S. Department of Labor

202 [REDACTED]

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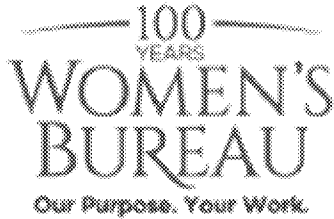
**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 11:13 AM  
**To:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Kilberg, Andrew G - OSEC <Kilberg.Andrew.G@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Copying Lissette as well. We will start working on a press release. I would want it to say the following:

(b) 5

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



---

**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Sent:** Friday, September 25, 2020 11:09 AM  
**To:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>; Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
**Cc:** Williams, Tina T - OFCCP <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

Thanks Craig we will review. We will also need a press release, can OFCCP work with OPA to draft one (if they are not already)?

---

**From:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Sent:** Friday, September 25, 2020 10:59 AM  
**To:** Kilberg, Andrew G - OSEC <[Kilberg.Andrew.G@dol.gov](mailto:Kilberg.Andrew.G@dol.gov)>; Swearingen, Brett A - OSEC <[swearingen.brett.a@dol.gov](mailto:swearingen.brett.a@dol.gov)>; Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>; Taylor, Timothy J - SOL <[Taylor.Timothy.J@dol.gov](mailto:Taylor.Timothy.J@dol.gov)>  
**Cc:** Williams, Tina T - OFCCP <[b\(6\)@dol.gov](mailto:b(6)@dol.gov)>  
**Subject:** FW: New EO - Hotline/Email - Immediate Review and Approval  
**Importance:** High

We're almost ready to go live. I've made a few proposed edits (see attached). Tina is copied and will send us the proposed final soon before it goes live. If you have any comments, please send directly to Tina and me.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



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**Sent:** Friday, September 25, 2020 10:56 AM

**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>

**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;

Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>

**Subject:** RE: New EO - Hotline/Email - Immediate Review and Approval

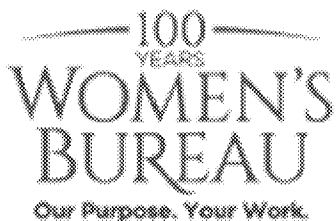
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Tina, please make these edits and send me and OSEC the proposed finals by midday if possible.

Thanks,  
Craig

Craig E. Leen  
OFCCP Director



---

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

**Sent:** Friday, September 25, 2020 10:24 AM

**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>

**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;

Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>

**Subject:** Re: New EO - Hotline/Email - Immediate Review and Approval

Great work. I'll have a couple edits and then will send to OSEC. I'll send the edits in a moment. I would also like a link to the hotline on our main OFCCP Landing Page as well. Thanks.

Get [Outlook for iOS](#)

**From:** Williams, Tina T - OFCCP [b(6)]@dol.gov>

**Sent:** Friday, September 25, 2020 10:13:48 AM

**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

**Cc:** Davidson, Patricia J - OFCCP [b(6)]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>;

Seely, Christopher - OFCCP [b(6)]@dol.gov>; Gean, Lissette - OFCCP [b(6)]@dol.gov>

**Subject:** New EO - Hotline/Email - Immediate Review and Approval

Craig,

Attached, are the following:

1. Hotline Recording – the message has been cleared by Policy, CRLM, and OPA. We just need to record the outgoing message once it's approved by you and OSEC.
2. Help Desk Script – cleared; just need your approval.
3. Screenshot – placed in Drupal; ready to go live once we get final sign-off.

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OFCCP Complaint Hotline to Combat Race and Sex Stereotyping: 202-693-1305 [b(6)]

**Tina Williams | Director**

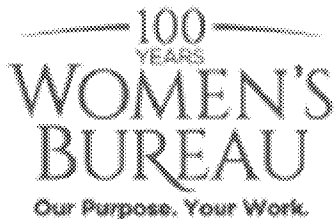
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [b(6)] Fax: 202-693- 1305

Email: [b(6)]@dol.gov



**From:**  
**To:** Squitieri, Chad C - OSEC  
**CC:** Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 10:19:51 AM  
**Subject:** RE: EO Discussion Topics

Hi Chad,

Below, please find the proposed criteria for the RFI submission reviews:

(b) 5

Per Section 4(c) of the EO, there also needs to be specific questions in the RFI that specifically address the following:

- Request a copy of the training materials having to do with diversity and inclusion
- Enquire as to the duration of the training
- Enquire as to the expense of the training

As a side note, I have a few edits regarding the discussion points. (b) 5

(b) 5

Let me know if you need anything else.

Tina

**From:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Sent:** Thursday, September 24, 2020 6:17 PM  
**To:** Williams, Tina T - OFCCP <(b)(6)@dol.gov>  
**Cc:** Gean, Lissette - OFCCP <(b)(6)@dol.gov>  
**Subject:** RE: EO Discussion Topics

No worries, I was requesting the RFI review criteria by tomorrow. The current schedule, prepared by ASP, is to have an initial RFI draft complete by Monday (Sept. 28) and to have OFCCP review by Tuesday (Sept. 29). The formal departmental review process will then begin so that the RFI can leave the Department by October 7. There is a backlog at the Federal Register, which is why we have to get things out so quickly.

**From:** Williams, Tina T - OFCCP <(b)(6)@dol.gov>  
**Sent:** Thursday, September 24, 2020 6:13 PM  
**To:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Cc:** Gean, Lissette - OFCCP <(b)(6)@dol.gov>  
**Subject:** RE: EO Discussion Topics

Chad,

I apologize, I was reading your email too fast. I am able to get you the RFI review criteria by tomorrow, but I

was under the impression (based on Craig's email) the RFI was due in two weeks.

For clarification, are you asking to have the draft RFI by tomorrow?

Thanks.

Tina

**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Sent:** Thursday, September 24, 2020 1:08 PM  
**To:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Cc:** Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

Great, thank you!

**From:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Sent:** Thursday, September 24, 2020 1:07 PM  
**To:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Cc:** Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

Yes, I will forward it by tomorrow afternoon.

**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Sent:** Thursday, September 24, 2020 1:02 PM  
**To:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Cc:** Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

Thanks all. Tina, when can OFCCP have that initial RFI review criteria that you mention? Am hoping to have a RFI draft on Monday, can you get it to me tomorrow?

**From:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Sent:** Thursday, September 24, 2020 12:59 PM  
**To:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Cc:** Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

Hi Chad – for the sake of time, I've made some additional edits and we are good to go. If you would like to discuss, please let us know. Thanks. Tina

**From:** Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Sent:** Thursday, September 24, 2020 12:02 PM  
**To:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Cc:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

Hi Chad,

Tina and I reviewed the document and are providing edits.

We also have some questions about the RIN. Can we discuss?

Thanks,  
Lissette

**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>

**Sent:** Thursday, September 24, 2020 10:31 AM

**To:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>; Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>

**Subject:** EO Discussion Topics

Tina and Lissette:

Attached are some discussion topics and preliminary responses on the RFI. This document is for preliminary discussions, and is of course subject to change as the RFI progress. Craig has reviewed, but I wanted to get your thoughts as well. Could you provide me with edits/comments (if any) by 1PM today? Thank you.

Best,  
Chad

**Chad C. Squitieri**  
Special Assistant  
Office of the Secretary  
U.S. Department of Labor  
(202) **[REDACTED]**



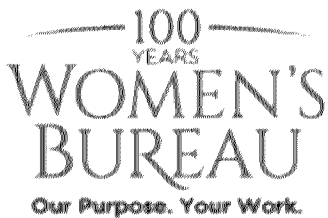
**From:** Squitieri, Chad C - OSEC </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=80ED763B75B846FF8B842B19BD2B9156-SQUITIERI.>  
**To:** Leen, Craig - OFCCP; Williams, Tina T - OFCCP  
**CC:** Gean, Lissette - OFCCP; Seely, Christopher - OFCCP  
**Sent:** 9/25/2020 2:12:46 PM  
**Subject:** RE: EO Discussion Topics

Much appreciated team; will work on including these in the RFI draft.

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Friday, September 25, 2020 2:12 PM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Cc:** Gean, Lissette - OFCCP <[REDACTED]>; Seely, Christopher - OFCCP <[REDACTED]>  
**Subject:** RE: EO Discussion Topics

And I've approved all these Chad. Thanks Tina to you and Policy for doing this so promptly.

Craig E. Leen  
OFCCP Director



**From:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:10 PM  
**To:** Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>  
**Cc:** Gean, Lissette - OFCCP <[REDACTED]@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Seely, Christopher - OFCCP <[REDACTED].gov>  
**Subject:** RE: EO Discussion Topics

Hi Chad,

Below, please find the proposed criteria for the RFI submission reviews:

(b) 5

Per Section 4(c) of the EO, there also needs to be specific questions in the RFI that specifically address the following:

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- Enquire as to the duration of the training

Enquire as to the expense of the training

As a side note, I have a few additional edits regarding the discussion points.

(b) 5

(b) 5

Let me know if you need anything else.

Tina

**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
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**To:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Cc:** Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

No worries, I was requesting the RFI review criteria by tomorrow. The current schedule, prepared by ASP, is to have an initial RFI draft complete by Monday (Sept. 28) and to have OFCCP review by Tuesday (Sept. 29). The formal departmental review process will then begin so that the RFI can leave the Department by October 7. There is a backlog at the Federal Register, which is why we have to get things out so quickly.

**From:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Sent:** Thursday, September 24, 2020 6:13 PM  
**To:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Cc:** Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

Chad,

I apologize, I was reading your email too fast. I am able to get you the RFI review criteria by tomorrow, but I was under the impression (based on Craig's email) the RFI was due in two weeks.

For clarification, are you asking to have the draft RFI by tomorrow?

Thanks.

Tina

**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Sent:** Thursday, September 24, 2020 1:08 PM  
**To:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Cc:** Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

Great, thank you!

**From:** Williams, Tina T - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Sent:** Thursday, September 24, 2020 1:07 PM  
**To:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Cc:** Gean, Lissette - OFCCP <[\[REDACTED\]@dol.gov](mailto:[REDACTED]@dol.gov)>  
**Subject:** RE: EO Discussion T

Yes, I will forward it by tomorrow afternoon.

DOL009008

**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Sent:** Thursday, September 24, 2020 1:02 PM  
**To:** Williams, Tina T - OFCCP <[\[b\(6\)\]@dol.gov](mailto:[b(6)]@dol.gov)>  
**Cc:** Gean, Lissette - OFCCP <[\[b\(6\)\]@dol.gov](mailto:[b(6)]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

Thanks all. Tina, when can OFCCP have that initial RFI review criteria that you mention? Am hoping to have a RFI draft on Monday, can you get it to me tomorrow?

**From:** Williams, Tina T - OFCCP <[\[b\(6\)\]@dol.gov](mailto:[b(6)]@dol.gov)>  
**Sent:** Thursday, September 24, 2020 12:59 PM  
**To:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Cc:** Gean, Lissette - OFCCP <[\[b\(6\)\]@dol.gov](mailto:[b(6)]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

Hi Chad – for the sake of time, I've made some additional edits and we are good to go. If you would like to discuss, please let us know. Thanks. Tina

**From:** Gean, Lissette - OFCCP <[\[b\(6\)\]@dol.gov](mailto:[b(6)]@dol.gov)>  
**Sent:** Thursday, September 24, 2020 12:02 PM  
**To:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Cc:** Williams, Tina T - OFCCP <[\[b\(6\)\]@dol.gov](mailto:[b(6)]@dol.gov)>  
**Subject:** RE: EO Discussion Topics

Hi Chad,

Tina and I reviewed the document and are providing edits.

We also have some questions about the RIN. Can we discuss?

Thanks,  
Lissette

**From:** Squitieri, Chad C - OSEC <[squitieri.chad.c@dol.gov](mailto:squitieri.chad.c@dol.gov)>  
**Sent:** Thursday, September 24, 2020 10:31 AM  
**To:** Williams, Tina T - OFCCP <[\[b\(6\)\]@dol.gov](mailto:[b(6)]@dol.gov)>; Gean, Lissette - OFCCP <[\[b\(6\)\]@dol.gov](mailto:[b(6)]@dol.gov)>  
**Subject:** EO Discussion Topics

Tina and Lissette:

Attached are some discussion topics and preliminary responses on the RFI. This document is for preliminary discussions, and is of course subject to change as the RFI progress. Craig has reviewed, but I wanted to get your thoughts as well. Could you provide me with edits/comments (if any) by 1PM today? Thank you.

Best,  
Chad

**Chad C. Squitieri**  
Special Assistant  
Office of the Secretary  
U.S. Department of Labor  
(202) [\[b\(6\)\]](tel:[b(6)])

---

**From:**  
**Sent:** 9/25/2020 10:44:30 AM  
**Subject:**

Chris,

I'm considering this criteria for the RFI submissions:

(b) 5

**Tina Williams | Director**

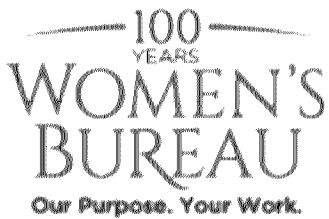
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: **b(6)** Fax: 202-693- 1305

Email: **b(6)**@dol.gov



**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Williams, Tina T - OFCCP  
**Sent:** 9/25/2020 11:14:25 AM  
**Subject:** RE: RFI Criteria -Review Needed

Ok sounds good and looks good to me.

Chris Seely

2021-09-25 10:02 AM b(6)

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** RE: RFI Criteria -Review Needed

We can add whatever you'd like. I'm going to package them up and send to CRLM and Craig now. I don't want to spend a lot of time on the criteria – we can keep it fairly simple.

**From:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Subject:** RE: RFI Criteria -Review Needed

Should there be a criteria like:

- (b) 5

Chris Seely

2021-09-25 10:02 AM b(6)

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** RFI Criteria -Review Needed  
**Importance:** High

Chris,

I'm considering this criteria for the RFI submissions:

(b) 5

Thoughts???

**Tina Williams | Director**

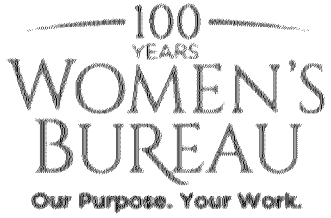
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: **b(6)** Fax: 202-693- 1305

Email: **b(6)** [doL.gov](mailto:doL.gov)



**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Bickerstaffe, Keir - SOL; Seely, Christopher - OFCCP  
**Sent:** 9/25/2020 12:04:54 PM  
**Subject:** RE: RFI Training Submission Criteria - Review Needed

Can we hop on teams really quick to answer your questions.

**From:** Bickerstaffe, Keir - SOL <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 11:59 AM  
**To:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RE: RFI Training Submission Criteria - Review Needed

Tina,

Bev is on the road today and will be out of pocket for much of today and Monday due to the holidays. What is your timeframe?

A few questions come to mind in response to your email:

Who has decided that OFCCP will need to offer compliance assistance to contractors that respond to the RFI? The EO is silent on actions that OFCCP must take in response to any submissions it receives (or the purpose of the RFI more generally). [REDACTED] (b) 5

(b) 5

(b) 5

(b) 5

Recall that the EO's specific requirements do not go into effect until November 21, and then it only applies to contractors that have entered into a new Federal contract after that date.

Keir Bickerstaffe  
Counsel for Interpretation and Advice, SOL-CRLM  
(202) [REDACTED]

**From:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:04:54 PM  
**To:** Bickerstaffe, Keir - SOL <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Subject:** RFI Training Submission Criteria - Review Needed

Keir and Bev – as you know, OFCCP will now be required to review all RFI training submissions. As a result of that review, we will need to offer compliance assistance to those that aren't compliant.

We were asked to come up with criteria in which we would use to evaluate the submissions to determine

compliance.

Below, please find the criteria we're proposing to use for the RFI:

**(b) 5**

Please review and let us know your thoughts so we can send to OSEC.

Thanks!

**Tina Williams | Director**

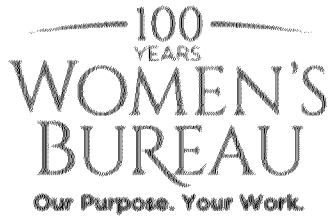
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: **b(6)** Fax: 202-693- 1305

Email: **b(6)** [doL.gov](mailto:doL.gov)





**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Bickerstaffe, Keir - SOL; Dankowitz, Beverly - SOL  
**CC:** Seely, Christopher - OFCCP; Legum, Radine - SOL  
**Sent:** 9/25/2020 12:51:23 PM  
**Subject:** RE: RFI Training Submission Criteria - Review Needed

Got it. Thanks.

**From:** Bickerstaffe, Keir - SOL <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 12:48 PM  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Legum, Radine - SOL <b(6)@dol.gov>  
**Subject:** RE: RFI Training Submission Criteria - Review Needed

Tina,

Here are my thoughts on the questions you've provided:

(b) 5

Keir Bickerstaffe  
Counsel for Interpretation and Advice, SOL-CRLM  
(202) b(6)

**From:** Williams, Tina T - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 12:01 PM  
**To:** Bickerstaffe, Keir - SOL <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** RE: RFI Training Submission Criteria - Review Needed

OSEC wants it today.

**From:** Bickerstaffe, Keir - SOL <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Williams, Tina T - OFCCP <b(6)@dol.gov>; Dankowitz, Beverly - SOL <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>  
**Subject:** RE: RFI Training Submission Criteria - Review Needed

Tina,

Bev is on the road today and will be out of pocket for much of today and Monday due to the holidays. What is

your timeframe?

A few questions come to mind in response to your email:

Who has decided that OFCCP will need to offer compliance assistance to contractors that respond to the RFI? The EO is silent on actions that OFCCP must take in response to any submissions it receives (or the purpose of the RFI more generally).

(b) 5

(b) 5

(b) 5

(b) 5

Recall that the EO's specific requirements do not go into effect until November 21, and then it only applies to contractors that have entered into a new Federal contract after that date.

Keir Bickerstaffe  
Counsel for Interpretation and Advice, SOL-CRLM  
(202) **b(6)**

**From:** Williams, Tina T - OFCCP <**b(6)**@dol.gov>  
**Sent:** Friday, September 25, 2015  
**To:** Bickerstaffe, Keir - SOL <**b(6)**@dol.gov>; Dankowitz, Beverly - SOL <**b(6)**@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <**b(6)**@dol.gov>  
**Subject:** RFI Training Submission Criteria - Review Needed

Keir and Bev – as you know, OFCCP will now be required to review all RFI training submissions. As a result of that review, we will need to offer compliance assistance to those that aren't compliant.

We were asked to come up with criteria in which we would use to evaluate the submissions to determine compliance.

Below, please find the criteria we're proposing to use for the RFI:

(b) 5

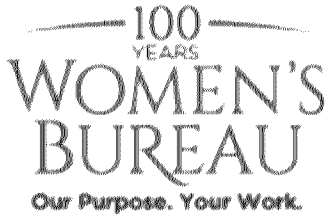
Please review and let us know your thoughts so we can send to OSEC.

Thanks!

**Tina Williams | Director**  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [REDACTED] 693- 1305

Email: [REDACTED]



---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Bickerstaffe, Keir - SOL  
**CC:** Williams, Tina T - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 11:57:07 AM  
**Subject:** Hotline Scripts - Edits  
**Importance:** High  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits(CS).docx; Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits (CS).docx

Keir –

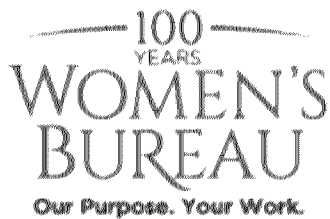
Craig made an edit to the scripts that I'm not sure is legally correct. Can you please review? It's flagged with a comment.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202-b(6) (mobile)


Pronouns: he/him/his



---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Carson, Sarah J - OFCCP; Cummings, Cody - OFCCP; Good, Tina - OFCCP; Hall, Drew A - OFCCP; Lucas, Reginald T - OFCCP; Regan, Jaime L - OFCCP; Smith, Dina - OFCCP; Todd, Valerie - OFCCP  
**Sent:** 9/25/2020 12:00:53 PM  
**Subject:** FAQs - Hotline EO

Seely, Christopher - OFCCP has shared a OneDrive for Business file with you. To view it, click the link below.

 Executive Order Combating Race and Sex Stereotyping Frequently Asked Questions.docx

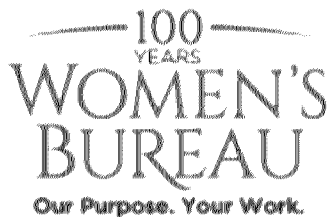
Hi everyone,

Please edit this OneDrive document so all of us can access it in real time.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202-b(6) mobile)  
Pronouns: he/him/his



---

**From:** Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>  
**To:** Seely, Christopher - OFCCP  
**CC:** Williams, Tina T - OFCCP; Lott, LaToya M - OFCCP  
**Sent:** 9/25/2020 12:02:33 PM  
**Subject:** RE: Press Release Quote

Hi,

Here you go:

“Federal contractors must not engage in race or sex stereotyping or scapegoating in employment training programs or in employment generally.”

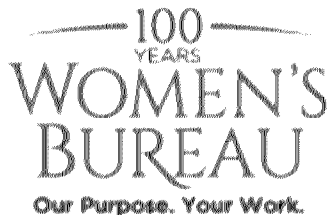
Thanks,  
L

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 11:44 AM  
**To:** Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Lott, LaToya M - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Press Release Quote  
**Importance:** High

Lissette – please get a quote from Craig about the hotline.

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202-[REDACTED] (mobile)  
Pronouns: he/him/his



---

**From:** Bickerstaffe, Keir - SOL </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=76946342408840629D14D5B8C536A764-BICKERSTAFF>  
**To:** Seely, Christopher - OFCCP  
**CC:** Dankowitz, Beverly - SOL  
**Sent:** 9/25/2020 12:26:12 PM  
**Subject:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits(CS)  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits(CS).docx

I did have one edit to the other sentence Craig added. See attached.

---

**From:** Lott, LaToya M - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=DCC4357F540B4E92A346EF5F7ABD0A92-LOTT, LATOY>  
**To:** Nieves, Edwin - OPA; Gamble, Bennett B - OPA; Olshefski, Stanley S - OPA  
**CC:** Seely, Christopher - OFCCP; Williams, Tina T - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 12:35:28 PM  
**Subject:** Executive Order Press Release-OFCCP Hotline  
**Importance:** High  
**Attachments:** OPA-DRAFT\_20-XXX-OFCCP HOTLINE PRESS RELEASE.docx

Hello Edwin,

Please find our press release on the new Executive Order for OPA clearance. Please note that this is an expedited request as it is a part of the new Executive Order and requires immediate/review and approval.

Thank you,

**LaToya M. Lott, MPA**

Strategic Communications Specialist  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
Website: [www.dol.gov/ofccp](http://www.dol.gov/ofccp)





# News Release

U.S. Department of Labor | September xx, 20XX

## OFCCP Launches Hotline to Combat Race and Sex Stereotyping

WASHINGTON, DC – On September 22, 2020, the President of the United States issued “Executive Order Combating Race and Sex Stereotyping.” In accordance with Section 4(b) of this new executive order, the U.S. Department of Labor’s, Office of Federal Contract Compliance Programs (OFCCP) has established a hotline and email address and will begin investigating complaints under both Executive Order 11246 and the Executive Order issued on September 22, 2020 alleging that a Federal contractor “is utilizing training programs in violation of the contractor’s obligations under those orders.”

If you would like to file a complaint, contact OFCCP’s Complaint Hotline to Combat Race and Sex Stereotyping at 202-343-2008 or email at [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov). You may also visit the OFCCP website at <https://www.dol.gov/agencies/ofccp/contact> for more information.

“Federal contractors must not engage in race or sex stereotyping or scapegoating in employment training programs or in employment generally,” said Office of Federal Contract Compliance Programs Director Craig Leen.

The Executive Order on Combating Race and Sex Stereotyping was implemented “to promote economy and efficiency in Federal contracting to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating.” While the September 22, 2020 Executive Order is effective immediately, its specific requirements for Federal contractors apply only to those with Federal contracts entered into 60 days after the date of the order, or November 21, 2020.

In addition to Executive Order 11246, OFCCP enforces Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974. These laws, as amended, make it illegal for contractors and subcontractors doing business with the federal government to discriminate in employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. In addition, contractors and subcontractors are prohibited from discriminating against applicants or employees because they have inquired about, discussed, or disclosed their compensation or the compensation of others subject to certain limitations, and may not retaliate against applicants or employees for engaging in protected activities. These laws also require that federal contractors provide equal employment opportunity through affirmative action. For more information, please call OFCCP’s toll-free helpline at 800-397-6251 or visit <https://www.dol.gov/ofccp/>.

The mission of the Department of Labor is to foster, promote and develop the welfare of the wage earners, job seekers and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

###

### Media Contacts:

U.S. Department of Labor news materials are accessible at <http://www.dol.gov>. The department’s Reasonable Accommodation Resource Center converts departmental information and documents into alternative formats, which include Braille and large print. For alternative format requests, please contact the department at (202) 693-7828 (voice) or (800) 877-8339 (federal relay).

Edwin Nieves, 202-693-4655, [nieves.edwin@dol.gov](mailto:nieves.edwin@dol.gov)  
 Bennett Gamble, 202-693-4686, [gamble.bennett@dol.gov](mailto:gamble.bennett@dol.gov)

Release Number: XX-XXXX-NAT

<b>Document Tracking and Clearance Sheet</b>	
Description:	Release Log # /Description
Last Updated:	DATE (Click to Update)
Internal Deadline:	X/XX/2017 XX:XX AM/PM
External Deadline:	X/XX/2017 XX:XX AM/PM
Drafter:	LaToya Lott
Approver:	Lissette Gean
Regional Agency:	
Regional SOL:	
Regional OPA:	
Nat'l Office Agency:	
Nat'l OPA DAS:	
OPA Editorial/Issuance	
OCIA (if necessary):	
Legal - SOL:	
Budget:	
<b>For OSEC Documents Only:</b>	
OSEC: Eric Holland	
External Approval:	

U.S. Department of Labor news materials are accessible at <http://www.dol.gov>. The department's Reasonable Accommodation Resource Center converts departmental information and documents into alternative formats, which include Braille and large print. For alternative format requests, please contact the department at (202) 693-7828 (voice) or (800) 877-8339 (federal relay).

---

**From:** Nieves, Edwin - OPA </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9F3DB74D1321490E971FB2BD7CB88205-NIEVES, EDW>  
**To:** Lott, LaToya M - OFCCP  
**CC:** Seely, Christopher - OFCCP; Williams, Tina T - OFCCP; Gean, Lissette - OFCCP; Olshefski, Stanley S - OPA; Gamble, Bennett B - OPA  
**Sent:** 9/25/2020 2:00:45 PM  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline  
**Attachments:** OPA-DRAFT\_20-1859-NAT\_OFCCP-RaceSexHotline (092520@155pm).docx

LaToya,  
Attached is the edited version.  
Please review and return.  
Thanks,  
Edwin

**From:** Lott, LaToya M - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 1:57 PM  
**To:** Nieves, Edwin - OPA <b(6)@dol.gov>; Gamble, Bennett B - OPA <b(6)@dol.gov>; Olshefski, Stanley S - OPA <b(6)@DOL.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** Executive Order Press Release-OFCCP Hotline  
**Importance:** High

Hello Edwin,

Please find our press release on the new Executive Order for OPA clearance. Please note that this is an expedited request as it is a part of the new Executive Order and requires immediate/review and approval.

Thank you,

**LaToya M. Lott, MPA**

Strategic Communications Specialist  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
Website: [www.dol.gov/ofccp](http://www.dol.gov/ofccp)



# News Release

U.S. Department of Labor | September xx, 2020

## **U.S. Department of Labor Launches Hotline to Combat Race and Sex Stereotyping by Federal Contractors**

**WASHINGTON, DC** – The U.S. Department of Labor has announced that its Office of Federal Contract Compliance Programs (OFCCP) has established a hotline and email address to receive and investigate complaints under Executive Order 11246 and “Executive Order Combating Race and Sex Stereotyping,” issued on Sept. 22, 2020 by the President of the United States.

The Administration implemented the Sept. 22, 2020, order “to promote economy and efficiency in Federal contracting to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating.” The order alleges that a Federal contractor “is utilizing training programs in violation of the contractor’s obligations under those orders.”

“Federal contractors must not engage in race or sex stereotyping or scapegoating in employment training programs or in employment generally. The hotline and email established will ensure the agency begins investigations of federal contractors not following the Executive Order in the timeliest fashion,” said Office of Federal Contract Compliance Programs Director Craig Leen.

While the order is effective immediately, its specific requirements for Federal contractors apply only to those with Federal contracts entered into 60 days after the date of the order, or Nov. 21, 2020.

The new OFCCP Complaint Hotline to Combat Race and Sex Stereotyping can be reached at 202-343-2008 or via email at [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov). [Learn more about OFCCP.](#)

In addition to [Executive Order 11246](#), OFCCP enforces [Section 503 of the Rehabilitation Act of 1973](#) and the [Vietnam Era Veterans’ Readjustment Assistance Act of 1974](#). These laws, as amended, make it illegal for contractors and subcontractors doing business with the federal government to discriminate in employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. In addition, contractors and subcontractors are prohibited from discriminating against applicants or employees because they have inquired about, discussed, or disclosed their compensation or the compensation of others subject to certain limitations, and may not retaliate against applicants or employees for engaging in protected activities. These laws also require that federal contractors provide equal employment opportunity through affirmative action. For more information, please call OFCCP’s toll-free helpline at 800-397-6251 or visit <https://www.dol.gov/ofccp/>.

The mission of the Department of Labor is to foster, promote and develop the welfare of the wage earners, job seekers and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

U.S. Department of Labor news materials are accessible at <http://www.dol.gov>. The department’s [Reasonable Accommodation Resource Center](#) converts departmental information and documents into alternative formats, which include Braille and large print. For alternative format requests, please contact the department at (202) 693-7828 (voice) or (800) 877-8339 (federal relay).

###

**Media Contacts:**

Edwin Nieves, 202-693-4655, [nieves.edwin@dol.gov](mailto:nieves.edwin@dol.gov)  
Bennett Gamble, 202-693-4686, [gamble.bennett@dol.gov](mailto:gamble.bennett@dol.gov)

Release Number: 20-1859-NAT

<b>Document Tracking and Clearance Sheet</b>		
Description:	OPA-DRAFT 20-1859-NAT_OFCCP-Hotline	
Last Updated:	DATE (Click to Update)	
Internal Deadline:	X/XX/2017 XX:XX AM/PM	
External Deadline:	X/XX/2017 XX:XX AM/PM	
Drafter:	LaToya Lott	
Approver:	Lisette Gean	
Regional Agency:		
Regional SOL:		
Regional OPA:		
Nat'l Office Agency:		
Nat'l OPA DAS:	Edwin Nieves	
OPA Editorial/Issuance	Kevin Meyer	Initial review, 9/25/20
OCIA (if necessary):		
Legal - SOL:		
Budget:		
<b>For OSEC Documents Only:</b>		
OSEC: Eric Holland		
External Approval:		

U.S. Department of Labor news materials are accessible at <http://www.dol.gov>. The department's Reasonable Accommodation Resource Center converts departmental information and documents into alternative formats, which include Braille and large print. For alternative format requests, please contact the department at (202) 693-7828 (voice) or (800) 877-8339 (federal relay).

---

**From:** Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>  
**To:** Nieves, Edwin - OPA  
**CC:** Seely, Christopher - OFCCP; Williams, Tina T - OFCCP; Lott, LaToya M - OFCCP; Olshefski, Stanley S - OPA; Gamble, Bennett B - OPA  
**Sent:** 9/25/2020 2:06:10 PM  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline  
**Importance:** High

Hi Edwin,

Just wondering who edited Craig's quote. He ran the quote by OSEC. This is what they cleared:

“Federal contractors must not engage in race or sex stereotyping or scapegoating in employment training programs or in employment generally.”

Thanks,  
Lissette

**From:** Nieves, Edwin - OPA <b(6)@DOL.gov>  
**Sent:** Friday, September 25, 2020 2:01 PM  
**To:** Lott, LaToya M - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>; Olshefski, Stanley S - OPA <Olshefski.Stanley.S@DOL.gov>; Gamble, Bennett B <b(6)@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline

LaToya,  
Attached is the edited version.  
Please review and return.  
Thanks,  
Edwin

**From:** Lott, LaToya M - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 12:35 PM  
**To:** Nieves, Edwin - OPA <(b) 6>; Gamble, Bennett B - OPA <b(6)@dol.gov>; Olshefski, Stanley S - OPA <Olshefski.Stanley.S@DOL.gov>  
**Cc:** Seely, Christopher - OFCCP <(b) 6>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Subject:** Executive Order Press Release-OFCCP Hotline  
**Importance:** High

Hello Edwin,

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Thank you,

**LaToya M. Lott, MPA**  
Strategic Communications Specialist  
Division of Policy and Program Development

DOL009033



**From:** Lott, LaToya M - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=DCC4357F540B4E92A346EF5F7ABD0A92-LOTT, LATOY>  
**To:** Nieves, Edwin - OPA; Gean, Lissette - OFCCP  
**CC:** Seely, Christopher - OFCCP; Williams, Tina T - OFCCP; Olshefski, Stanley S - OPA; Gamble, Bennett B - OPA  
**Sent:** 9/25/2020 2:23:29 PM  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline  
**Attachments:** OPA-DRAFT\_20-1859-NAT\_OFCCP-RaceSexHotline (092520@220pm)(CS)(LL).docx

Hi Edwin,

Please find the updated EO press release attached with our tracked revisions.

Thank you,

LaToya M. Lott, MPA  
Strategic Communications Specialist, DPPD

**From:** Nieves, Edwin - OPA <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 10:51 AM  
**To:** Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Lott, LaToya M - OFCCP <b(6)@dol.gov>; Olshefski, Stanley S - OPA <b(6)@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline

Hi Lissette,  
Our Editor makes edits/suggestions.  
Please feel free to update to the already approved version and I'll inform to keep it as same when I get it back from you.  
Thanks,  
Edwin

**From:** Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 10:51 AM  
**To:** Nieves, Edwin - OPA <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Lott, LaToya M - OFCCP <b(6)@dol.gov>; Olshefski, Stanley S - OPA <b(6)@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline  
**Importance:** High

Hi Edwin,

Just wondering who edited Craig's quote. He ran the quote by OSEC. This is what they cleared:

"Federal contractors must not engage in race or sex stereotyping or scapegoating in employment training programs or in employment generally."

Thanks,  
Lissette



**From:** Nieves, Edwin - OPA <[redacted]@dol.gov>  
**Sent:** Friday, September 25, 2015  
**To:** Lott, LaToya M - OFCCP <[redacted]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[redacted]@dol.gov>; Williams, Tina T - OFCCP <[redacted]@dol.gov>; Gean, Lissette - OFCCP <[redacted]@dol.gov>; Olshefski, Stanley S - OPA <[redacted]@dol.gov>; Gamble, Bennett B <[redacted]@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP

LaToya,  
Attached is the edited version.  
Please review and return.  
Thanks,  
Edwin

**From:** Lott, LaToya M - OFCCP <[redacted]@dol.gov>  
**Sent:** Friday, September 25, 2015  
**To:** Nieves, Edwin - OPA <[redacted]@dol.gov>; Gamble, Bennett B - OPA <[redacted]@dol.gov>; Olshefski, Stanley S - OPA <[redacted]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[redacted]@dol.gov>; Williams, Tina T - OFCCP <[redacted]@dol.gov>; Gean, Lissette - OFCCP <[redacted]@dol.gov>  
**Subject:** Executive Order Press Release-OFCCP Hotline  
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Thank you,

**LaToya M. Lott, MPA**  
Strategic Communications Specialist  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
Website: [www.dol.gov/ofccp](http://www.dol.gov/ofccp)

**From:** Lott, LaToya M - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=DCC4357F540B4E92A346EF5F7ABD0A92-LOTT, LATOY>  
**To:** Nieves, Edwin - OPA; Gean, Lissette - OFCCP  
**CC:** Seely, Christopher - OFCCP; Williams, Tina T - OFCCP; Olshefski, Stanley S - OPA; Gamble, Bennett B - OPA  
**Sent:** 9/25/2020 2:35:03 PM  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline

Thanks Edwin!

LaToya M. Lott, MPA  
Strategic Communications Specialist, DPPD

**From:** Nieves, Edwin - OPA <b(6)@DOL.gov>  
**Sent:** Friday, September 25, 2020 2:35:03 PM  
**To:** Lott, LaToya M - OFCCP <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Olshefski, Stanley S - OPA <Olshefski.Stanley.S@DOL.gov>; Gamble, Bennett B - OPA <b(6)@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline

Thank you.  
I'll move this forward.  
-Edwin

**From:** Lott, LaToya M - OFCCP <b(6)@dol.gov>  
**Sent:** Friday, September 25, 2020 2:23 PM  
**To:** Nieves, Edwin - OPA <b(6)@dol.gov>; Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Olshefski, Stanley S - OPA <Olshefski.Stanley.S@DOL.gov>; Gamble, Bennett B - OPA <b(6)@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline

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Thank you,

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Strategic Communications Specialist, DPPD

**From:** Nieves, Edwin - OPA <b(6)@DOL.gov>  
**Sent:** Friday, September 25, 2020 2:18 PM  
**To:** Gean, Lissette - OFCCP <b(6)@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <b(6)@dol.gov>; Williams, Tina T - OFCCP <b(6)@dol.gov>; Lott, LaToya M - OFCCP <b(6)@dol.gov>; Olshefski, Stanley S - OPA <Olshefski.Stanley.S@DOL.gov>; Gamble, Bennett B - OPA <b(6)@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline

Hi Lissette,  
Our Editor makes edits/suggestions.

Please feel free to update to the already approved version and I'll inform to keep it as same when I get it back from you.

Thanks,  
Edwin

**From:** Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:06 PM  
**To:** Nieves, Edwin - OPA <[REDACTED]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Lott, LaToya M - OFCCP <[REDACTED]@dol.gov>; Olshefski, Stanley S - OPA <Olshefski.Stanley.S@DOL.gov>; Gamble, Bennett B - [REDACTED]@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline  
**Importance:** High

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Thanks,  
Lissette

**From:** Nieves, Edwin - OPA <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:06 PM  
**To:** Lott, LaToya M - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>; Olshefski, Stanley S - OPA <Olshefski.Stanley.S@DOL.gov>; Gamble, Bennett B - [REDACTED]@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline

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**From:** Lott, LaToya M - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 12:35 PM  
**To:** Nieves, Edwin - OPA <[REDACTED]@dol.gov>; Gamble, Bennett B - OPA <[REDACTED]@dol.gov>; Olshefski, Stanley S - OPA <Olshefski.Stanley.S@DOL.gov>  
**Cc:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>; Gean, Lissette - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Executive Order Press Release-OFCCP Hotline  
**Importance:** High

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**LaToya M. Lott, MPA**

Strategic Communications Specialist

Division of Policy and Program Development

Office of Federal Contract Compliance Programs

Website: [www.dol.gov/ofccp](http://www.dol.gov/ofccp)

---

**From:** Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>  
**To:** Williams, Tina T - OFCCP  
**CC:** Davidson, Patricia J - OFCCP; Gaglione, Robert J - OFCCP  
**Sent:** 9/25/2020 2:06:27 PM  
**Subject:** Re: New EO RFI Submission Review Criteria

Approved. Please copy me on the email to Chad. Thanks.

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---

**From:** Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Friday, September 25, 2020 1:01:46 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>  
**Subject:** New EO RFI Submission Review Criteria

Craig,

This is the proposed criteria for RFI submission review:

(b) 5

It has been cleared and I will send under separate cover to Chad.

**Tina Williams | Director**

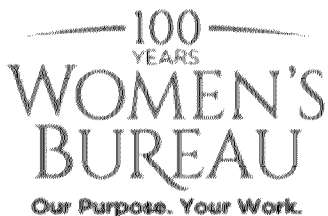
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: [REDACTED] | Fax: 202-693- 1305

Email: [REDACTED]@dol.gov



---

**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Seely, Christopher - OFCCP; Bickerstaffe, Keir - SOL  
**Sent:** 9/25/2020 1:35:06 PM  
**Subject:** New EO Hotline/HD edits  
**Importance:** High  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits - ak +BS.docx; Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS.docx

OSEC edits.

It's not in the attached, but we will need to mention at the start of the hotline call that information will be kept confidential to the extent permitted by law, etc.

**Tina Williams | Director**

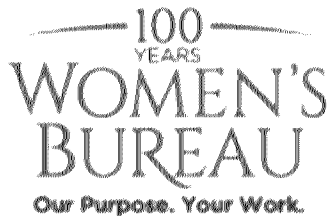
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: **b(6)** Fax: 202-693- 1305

Email: **b(6)** [do1.gov](mailto:do1.gov)



---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Williams, Tina T - OFCCP  
**CC:** Bickerstaffe, Keir - SOL  
**Sent:** 9/25/2020 1:53:24 PM  
**Subject:** RE: New EO Hotline/HD edits  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits - ak +BS(CS).docx; Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS).docx

Tina - I flagged my edits. Are these versions cleared?

Chris Seely

202- (b)(6)

**From:** Williams, Tina T - OFCCP <(b)(6)>  
**Sent:** Friday, September 25, 2020 10:35 AM  
**To:** Seely, Christopher - OFCCP <(b)(6)>; Bickerstaffe, Keir - SOL <(b)(6)>  
**Subject:** New EO Hotline/HD edits  
**Importance:** High

OSEC edits.

It's not in the attached, but we will need to mention at the start of the hotline call that information will be kept confidential to the extent permitted by law, etc.

**Tina Williams | Director**

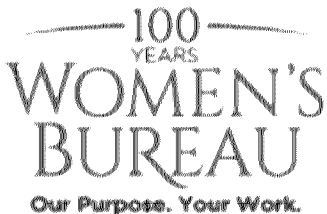
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: (b)(6) Fax: 202-693- 1305

Email: (b)(6)@dol.gov

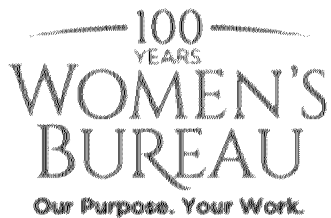


---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Lott, LaToya M - OFCCP  
**CC:** Williams, Tina T - OFCCP; Gean, Lissette - OFCCP  
**Sent:** 9/25/2020 2:16:45 PM  
**Subject:** Please add Craig's original quote in tracked changes. send back to OPA  
**Attachments:** OPA-DRAFT\_20-1859-NAT\_OFCCP-RaceSexHotline (092520@155pm)(CS).docx

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor


202 b(6) (mobile)  
Pronouns: he/him/his





---


i'm making edits to this that Craig requested

 This link only works for the direct recipients of this message.



Hotline Recording \_EO on Combating Race and Sex  
Stereotyping\_09-25-2020.edits rm +BS (CS)

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Microsoft respects your privacy. To learn more, please read our [Privacy Statement](#).  
Microsoft Corporation, One Microsoft Way, Redmond, WA 98052

---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Bickerstaffe, Keir - SOL; Dankowitz, Beverly - SOL; Williams, Tina T - OFCCP  
**Sent:** 9/25/2020 2:34:42 PM  
**Subject:** RE: Seely, Christopher - OFCCP shared "Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS)" with you.

I just completed the edit that Craig wanted. He wants us to make this live now.

Chris Seely

202[REDACTED] b(6)

**From:** Seely, Christopher - OFCCP  
**Sent:** Friday, September 25, 2020 11:29 AM  
**To:** Bickerstaffe, Keir - SOL <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Seely, Christopher - OFCCP shared "Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS)" with you.

i'm making edits to this that Craig requested



This link only works for the direct recipients of this message.



[Hotline Recording \\_EO on Combating Race and Sex Stereotyping\\_09-25-2020.edits rm +BS \(CS\)](#)

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Microsoft Corporation, One Microsoft Way, Redmond, WA 98052

---

**From:** Bickerstaffe, Keir - SOL </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=76946342408840629D14D5B8C536A764-BICKERSTAFF>  
**To:** Seely, Christopher - OFCCP  
**CC:** Dankowitz, Beverly - SOL  
**Sent:** 9/25/2020 3:03:44 PM  
**Subject:** RE: Seely, Christopher - OFCCP shared "Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS)" with you.  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits - ak +BS(CS)(KB).docx

Attached comments on the other doc (aligned with the one I provided on the voicemail), if OFCCP is taking CRLM comments.

Keir Bickerstaffe  
Counsel for Interpretation and Advice, SOL-CRLM

(202) [b(6)]

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:40 PM  
**To:** Bickerstaffe, Keir - SOL <[b(6)]@dol.gov>  
**Subject:** RE: Seely, Christopher - OFCCP shared "Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS)" with you.

Will do. Thank you!

Chris Seely

202-[b(6)]

**From:** Bickerstaffe, Keir - SOL <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020  
**To:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Seely, Christopher - OFCCP shared "Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS)" with you.

I added a comment. Please send to Craig.

Keir Bickerstaffe  
Counsel for Interpretation and Advice, SOL-CRLM

(202) [b(6)]

**From:** Seely, Christopher - OFCCP <[b(6)]@dol.gov>  
**Sent:** Friday, September 25, 2020 2:35 PM  
**To:** Bickerstaffe, Keir - SOL <[b(6)]@dol.gov>; Dankowitz, Beverly - SOL <[b(6)]@dol.gov>; Williams, Tina T - OFCCP <[b(6)]@dol.gov>  
**Subject:** RE: Seely, Christopher - OFCCP shared "Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS)" with you.

I just completed the edit that Craig wanted. He wants us to make this live now.

Chris Seely

202-[b(6)]

**From:** Seely, Christopher - OFCCP

**Sent:** Friday, September 25, 2020 11:29 AM

**To:** Bickerstaffe, Keir - SOL <[REDACTED]@dol.gov>; Dankowitz, Beverly - SOL <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>

**Subject:** Seely, Christopher - OFCCP shared "Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS)" with you.

i'm making edits to this that Craig requested



This link only works for the direct recipients of this message.



[Hotline Recording \\_EO on Combating Race and Sex Stereotyping\\_09-25-2020.edits rm +BS \(CS\)](#)

[Open](#)

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Microsoft respects your privacy. To learn more, please read our [Privacy Statement](#).  
Microsoft Corporation, One Microsoft Way, Redmond, WA 98052

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**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Williams, Tina T- OFCCP (b(6))@dol.gov  
**CC:** Bickerstaffe, Keir - SOL (b(6))@dol.gov; Dankowitz, Beverly - SOL  
**Sent:** 9/25/2020 2:42:22 PM  
**Subject:** Hotline Recording  
**Importance:** High  
**Attachments:** Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS).docx

Tina –

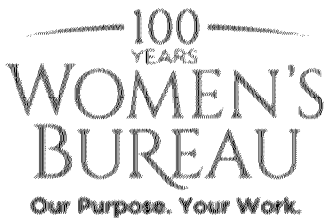
Keir flagged an important concern on the attached. Please see if Craig is okay with this edit. You can also see the changes I made to add confidentiality: (b) 6, per his email.

If he clears, we will record it and launch the page.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202 (b(6)) (mobile)  
Pronouns: he/him/his



---

**From:**  
**Sent:** 9/25/2020 2:46:23 PM  
**Subject:**  
**Attachments:** Hotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020.edits rm +BS (CS).docx

Craig, Keir flagged an important concern on the attached. Please see if Craig is okay with this edit. You can also see the changes I made to add confidentiality (b) 5 per his email.

If he clears, we will record it and launch the page.

**Tina Williams | Director**

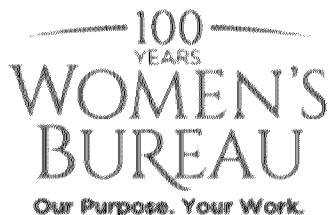
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: b(6) x: 202-693- 1305

Email: b(6) .gov



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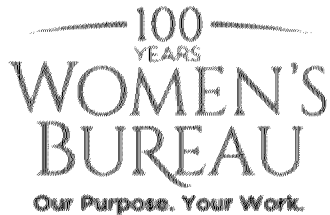
**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Williams Stewart, Brenda L - OFCCP  
**CC:** Lujan, Theresa - OFCCP; Williams, Tina T - OFCCP  
**Sent:** 9/25/2020 2:59:30 PM  
**Subject:** Hotline Recording  
**Importance:** High  
**Attachments:** HHotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020(FINAL).docx

Please confirm when it is done.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202 b(6) (mobile)  
Pronouns: he/him/his



Hotline Voicemail Message

**Executive Order on Combating Race and Sex Stereotyping  
Issued September 22, 2020**

Thank you for calling the Office of Federal Contract Compliance Programs, or OFCCP. OFCCP set up this hotline to receive complaints alleging that federal contractors are utilizing training programs in violation of the laws administered by OFCCP.

If you instead have a general question about OFCCP laws, our complaint process, or other inquiries, please hang up and call our Help Desk at 1-800-397-6251 or the TTY line at 1-877-889-5627.

A new Executive Order prohibits a federal contractor from providing any workplace training that involves any form of race or sex stereotyping, or any form of race or sex scapegoating. This includes concepts such as the idea that one race or sex is inherently superior to another race or sex, or that people of a certain race or sex are inherently racist or sexist.

If you believe that training programs provided by a federal contractor to its employees violates the law, you may file a complaint on OFCCP's website at [www.dol.gov/agencies/ofccp/contact/file-complaint](http://www.dol.gov/agencies/ofccp/contact/file-complaint) or leave a message with your contact information following the tone.

OFCCP will protect your confidentiality to the extent allowed by law, and will not disclose your identity to an employer without first notifying you to see if you would like to proceed with your complaint.

For more information, please visit the OFCCP website.

Thank you.



---

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Williams, Tina T- OFCCP (b(6))@dol.gov  
**CC:** Bickerstaffe, Keir - SOL (b(6))@dol.gov; Dankowitz, Beverly - SOL  
**Sent:** 9/25/2020 3:12:42 PM  
**Subject:** Help Desk Script  
**Importance:** High  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020.edits - ak +BS(CS)(KB).docx

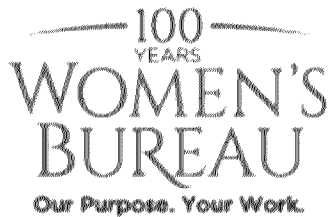
Tina –

Attached is the Help Desk script with a couple of things flagged by CRLM. I think we should take these edits.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202 (b(6)) (mobile)  
Pronouns: he/him/his



---

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**To:** Lujan, Theresa - OFCCP  
**CC:** Williams, Tina T - OFCCP  
**Sent:** 9/25/2020 3:21:44 PM  
**Subject:** Hotline Help Desk Script  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020 FINAL.docx

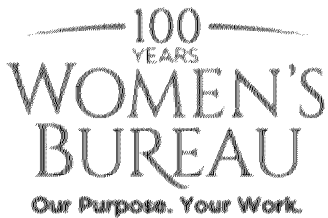
Theresa,

Here is the script for your team to use. Please set up a TEAMS meeting on Monday morning. I want to be invited, and please make Tina optional.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202 **b(6)** (mobile)  
Pronouns: he/him/his



## **HELP DESK SCRIPT: Executive Order on Combating Race and Sex Stereotyping (Attached)**

*This Help Desk Script provides the OFCCP Help Desk staff with pertinent information about new policies and rulemaking.*

Issue Name: EXECUTIVE ORDER ON COMBATING RACE AND SEX STEREOTYPING

Information Text: On September 22, 2020, the President of the United States issued an Executive Order on Combating Race and Sex Stereotyping “to combat offensive and anti-American race and sex stereotyping and scapegoating.”

In concert with Executive Order 11246, the September 22 Executive Order prohibits a federal contractor from providing any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual’s moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race.

Additionally, Executive Order 11246 prohibits contractors from taking adverse employment actions against employees—including in connection with any training provided—with regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin.

In accordance with Section 4(b) of this new executive order, the Office of Federal Contract Compliance Programs (OFCCP) has established a hotline and will investigate complaints under both Executive Order 11246 and the Executive Order issued on September 22, 2020 alleging that a Federal contractor “is utilizing ... training programs in violation of the contractor’s obligations under those orders.”

While the Executive Order of September 22, 2020 is effective immediately, its specific requirements for Federal contractors apply only to those with Federal contracts entered into 60 days after the date of the order, or November 21, 2020. However, training programs prohibited by the new Executive Order may also violate a contractor’s obligations under the existing Executive Order 11246, which prohibits discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, and for inquiring about, discussing, or disclosing your compensation or the compensation of others. An employee may file a

complaint regarding training programs that they believe to be in violation via OFCCP's website at [www.dol.gov/agencies/ofccp/contact/file-complaint](http://www.dol.gov/agencies/ofccp/contact/file-complaint) or we can send them a copy of the complaint form by email or regular mail.

The help desk will become familiar with the entire September 22, 2020 Executive Order and the terms that it defines. Among the key definitions in the September 22, 2020 Executive Order are the following:

- “Race or sex stereotyping” means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex.
- “Race or sex scapegoating” means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex. It similarly encompasses any claim that, consciously or unconsciously, and by virtue of his or her race or sex, members of any race are inherently racist or are inherently inclined to oppress others.

Questions to ask the caller:

- (1) What is your first and last name?
- (2) What is the best number to reach you?
- (3) Do you have a secondary number you would like to share at this time?
- (4) What is the name of the company you work for?
- (5) Would you please describe details of the training you have concerns about?
- (6) Did staff from your company provide the training or did the company hire an outside firm to provide the training?
- (7) Did you raise any objections regarding the training to your employer? If so, what response did you receive?
- (8) If you are interested in filing a complaint, we have three ways to file: electronically via our website, by email, or by mail. How would like to file a complaint? *[If the caller selects option 2 or 3, explain how OFCCP will send the complaint form.]*
- (9) Assure the caller that OFCCP will protect their confidentiality to the extent allowed by law, and will not disclose their identity to an employer without first notifying them to see if they would like to proceed with the complaint.

Contact Information: Office Name: Help Desk  
Supervisor: Theresa Lujan @ Lujan.Theresa@dol.gov

Manager: Christopher Seely @ Seely.Christopher@dol.gov  
Telephone: 202-343-2008  
E-mail: OFCCPComplaintHotline@dol.gov  
Press Contacts: Edwin Nieves, 202-693-4655 or Bennett Gamble, 202-693-6587

**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Carson, Sarah J - OFCCP; Cummings, Cody - OFCCP; Good, Tina - OFCCP; Hall, Drew A - OFCCP; Lucas, Reginald T - OFCCP; Regan, Jaime L - OFCCP; Smith, Dina - OFCCP; Todd, Valerie - OFCCP  
**Sent:** 9/25/2020 4:11:04 PM  
**Subject:** FW: Hotline Scripts - Finals  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020 FINAL.docx; HHotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020(FINAL).docx

Attached are scripts for the Help Desk and hotline recording that were cleared by OSEC, CRLM, and Craig. You might be able to use language in it as a starting point for the FAQs.

Chris Seely

202- [b(6)]

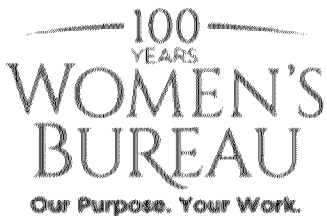
**From:** Seely, Christopher - OFCCP  
**Sent:** Friday, September 25, 2020, 12:29 PM  
**To:** Bickerstaffe, Keir - SOL ([b(6)]@dol.gov) <[b(6)]@dol.gov>  
**Cc:** Williams, Tina T- OFCCP ([b(6)]@dol.gov); [b(6)]@dol.gov; Dankowitz, Beverly - SOL ([b(6)]@dol.gov)  
**Subject:** Hotline Scripts - Finals

Keir,

Thanks for the helpful and rapid CRLM feedback incorporated into the final versions.

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202- [b(6)] (mobile)  
Pronouns: he/him/his



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Manager: Christopher Seely @ Seely.Christopher@dol.gov  
Telephone: 202-343-2008  
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Hotline Voicemail Message

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Issued September 22, 2020**

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Thank you.

---

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**To:** Jordan, Lisa M - OFCCP (Jordan.Lisa@dol.gov)  
**Sent:** 9/25/2020 4:13:18 PM  
**Subject:** FW: Hotline Scripts - Finals  
**Attachments:** HelpDeskScript\_EO Race-Sex Stereotyping 09-25-2020 FINAL.docx; HHotline Recording \_EO on Combating Race and Sex Stereotyping\_09-25-2020(FINAL).docx

Lisa – here are the cleared docs on the hotline thus far. Thought the training branch should be in the loop.

Chris Seely  
202- [b(6)]

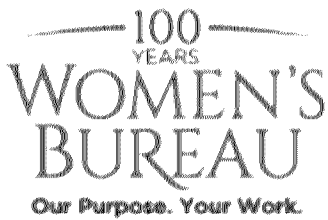
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**Sent:** Friday, September 25, 2020 12:29 PM  
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**Cc:** Williams, Tina T- OFCCP ([b(6)]@dol.gov); Dankowitz, Beverly - SOL ([b(6)]@dol.gov)  
**Subject:** Hotline Scripts - Finals

Keir,

Thanks for the helpful and rapid CRLM feedback incorporated into the final versions.

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202- [b(6)] (mobile)  
Pronouns: he/him/his



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Supervisor: Theresa Lujan @ [Lujan.Theresa@dol.gov](mailto:Lujan.Theresa@dol.gov)

Manager: Christopher Seely @ Seely.Christopher@dol.gov  
Telephone: 202-343-2008  
E-mail: OFCCPComplaintHotline@dol.gov  
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Thank you for calling the Office of Federal Contract Compliance Programs, or OFCCP. OFCCP set up this hotline to receive complaints alleging that federal contractors are utilizing training programs in violation of the laws administered by OFCCP.

If you instead have a general question about OFCCP laws, our complaint process, or other inquiries, please hang up and call our Help Desk at 1-800-397-6251 or the TTY line at 1-877-889-5627.

A new Executive Order prohibits a federal contractor from providing any workplace training that involves any form of race or sex stereotyping, or any form of race or sex scapegoating. This includes concepts such as the idea that one race or sex is inherently superior to another race or sex, or that people of a certain race or sex are inherently racist or sexist.

If you believe that training programs provided by a federal contractor to its employees violates the law, you may file a complaint on OFCCP's website at [www.dol.gov/agencies/ofccp/contact/file-complaint](http://www.dol.gov/agencies/ofccp/contact/file-complaint) or leave a message with your contact information following the tone.

OFCCP will protect your confidentiality to the extent allowed by law, and will not disclose your identity to an employer without first notifying you to see if you would like to proceed with your complaint.

For more information, please visit the OFCCP website.

Thank you.

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**From:** Lujan, Theresa - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9EDFF4C13BC3429F939D457747BB2E89-LUJAN, THER>  
**To:** Seely, Christopher - OFCCP  
**Sent:** 9/25/2020 5:52:52 PM  
**Subject:** Written Inquiry Responses for the new EO  
**Attachments:** Complllaint\_Written Email Response\_EO on Combating Race and Sex Stereotyping9-25-2020.docx; MoreInformation\_Written Email Response\_EO on Combating Race and Sex Stereotyping9-25-2020.docx

Don't read until Monday.



## Complaint – Executive Order on Combating Race and Sex Stereotyping

Dear (*Mr. or Ms.*) (*Insert Last Name*),

Thank you for your (*Insert Date*) email alleging a federal contractor is utilizing training programs in violation of the laws administered by OFCCP. concerns at your place of employment.

The Office of Federal Contract Compliance Programs (OFCCP) administers and enforces three equal employment opportunity mandates: Executive Order 11246, as amended (Executive Order); Section 503 of the Rehabilitation Act of 1973, as amended (Section 503); and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 (VEVRAA). These mandates prohibit federal contractors and subcontractors from discriminating based on race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, disability, or status as a protected veteran. Additionally, the Executive Order prohibits federal contractors and subcontractors from taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or, in certain circumstances, the pay of their co-workers.

In concert with Executive Order 11246, the September 22 Executive Order prohibits a federal contractor from providing any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race.

Additionally, Executive Order 11246 prohibits contractors from taking adverse employment actions against employees—including in connection with any training provided—with regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin.

In accordance with Section 4(b) of this new executive order, the Office of Federal Contract Compliance Programs (OFCCP) has established a hotline and will investigate complaints under both Executive Order 11246 and the Executive Order issued on September 22, 2020 alleging that a Federal contractor "is utilizing ... training programs in violation of the contractor's obligations under those orders."

While the Executive Order of September 22, 2020 is effective immediately, its specific requirements for Federal contractors apply only to those with Federal contracts entered into 60

days after the date of the order, or November 21, 2020. However, training programs prohibited by the new Executive Order may also violate a contractor's obligations under the existing Executive Order 11246, which prohibits discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, and for inquiring about, discussing, or disclosing your compensation or the compensation of others.

An employee may file a complaint regarding training programs that they believe to be in violation via OFCCP's website at [www.dol.gov/agencies/ofccp/contact/file-complaint](http://www.dol.gov/agencies/ofccp/contact/file-complaint) or we can send them a copy of the complaint form by email or regular mail.

If you need more information about OFCCP or any issue related to nondiscrimination and affirmative action obligations of federal contractors and subcontractors, you can:

- visit OFCCP's website at <http://www.dol.gov/ofccp/>, or
- call OFCCP's toll free Help Desk at 1-800-397-6251.

This response is for informational purposes only and does not constitute an official interpretation of the U.S. Department of Labor.

Sincerely,

*(Insert Signature Block)*

## More Information – Executive Order on Combating Race and Sex Stereotyping

Dear (*Mr. or Ms.*) (*Insert Last Name*),

Thank you for your (*Insert Date*) email requesting information about the recently issued Executive Order on Combating Race and Sex Stereotyping.

The Office of Federal Contract Compliance Programs (OFCCP) administers and enforces three equal employment opportunity mandates: Executive Order 11246, as amended (Executive Order); Section 503 of the Rehabilitation Act of 1973, as amended (Section 503); and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 (VEVRAA). These mandates prohibit federal contractors and subcontractors from discriminating based on race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, disability, or status as a protected veteran. Additionally, the Executive Order prohibits federal contractors and subcontractors from taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or, in certain circumstances, the pay of their co-workers.

Executive Order 11246 prohibits contractors from taking adverse employment actions against employees—including in connection with any training provided—with regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin.

In accordance with Section 4(b) of this new executive order, the Office of Federal Contract Compliance Programs (OFCCP) has established a hotline and will investigate complaints under both Executive Order 11246 and the Executive Order issued on September 22, 2020 alleging that a Federal contractor “is utilizing ... training programs in violation of the contractor’s obligations under those orders.”

While the Executive Order of September 22, 2020 is effective immediately, its specific requirements for Federal contractors apply only to those with Federal contracts entered into 60 days after the date of the order, or November 21, 2020. However, training programs prohibited by the new Executive Order may also violate a contractor’s obligations under the existing Executive Order 11246, which prohibits discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, and for inquiring about, discussing, or disclosing your compensation or the compensation of others.

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Sincerely,

*(Insert Signature Block)*

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**From:** Lujan, Theresa - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9EDFF4C13BC3429F939D457747BB2E89-LUJAN, THER>  
**To:** Jordan, Marvin R - OFCCP  
**Sent:** 10/1/2020 3:06:28 PM  
**Subject:** EO 13950 - Combating Race and Sex Stereotyping  
**Attachments:** EO 13950 Combating Race and Sex Stereotyping.pdf

# Presidential Documents

Title 3—

Executive Order 13950 of September 22, 2020

The President

Combating Race and Sex Stereotyping

By the authority vested in me as President by the Constitution and the laws of the United States of America, including the Federal Property and Administrative Services Act, 40 U.S.C. 101 *et seq.*, and in order to promote economy and efficiency in Federal contracting, to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating, it is hereby ordered as follows:

**Section 1. Purpose.** From the battlefield of Gettysburg to the bus boycott in Montgomery and the Selma-to-Montgomery marches, heroic Americans have valiantly risked their lives to ensure that their children would grow up in a Nation living out its creed, expressed in the Declaration of Independence: “We hold these truths to be self-evident, that all men are created equal.” It was this belief in the inherent equality of every individual that inspired the Founding generation to risk their lives, their fortunes, and their sacred honor to establish a new Nation, unique among the countries of the world. President Abraham Lincoln understood that this belief is “the electric cord” that “links the hearts of patriotic and liberty-loving” people, no matter their race or country of origin. It is the belief that inspired the heroic black soldiers of the 54th Massachusetts Infantry Regiment to defend that same Union at great cost in the Civil War. And it is what inspired Dr. Martin Luther King, Jr., to dream that his children would one day “not be judged by the color of their skin but by the content of their character.”

Thanks to the courage and sacrifice of our forebears, America has made significant progress toward realization of our national creed, particularly in the 57 years since Dr. King shared his dream with the country.

Today, however, many people are pushing a different vision of America that is grounded in hierarchies based on collective social and political identities rather than in the inherent and equal dignity of every person as an individual. This ideology is rooted in the pernicious and false belief that America is an irredeemably racist and sexist country; that some people, simply on account of their race or sex, are oppressors; and that racial and sexual identities are more important than our common status as human beings and Americans.

This destructive ideology is grounded in misrepresentations of our country’s history and its role in the world. Although presented as new and revolutionary, they resurrect the discredited notions of the nineteenth century’s apologists for slavery who, like President Lincoln’s rival Stephen A. Douglas, maintained that our government “was made on the white basis” “by white men, for the benefit of white men.” Our Founding documents rejected these racialized views of America, which were soundly defeated on the blood-stained battlefields of the Civil War. Yet they are now being repackaged and sold as cutting-edge insights. They are designed to divide us and to prevent us from uniting as one people in pursuit of one common destiny for our great country.

Unfortunately, this malign ideology is now migrating from the fringes of American society and threatens to infect core institutions of our country. Instructors and materials teaching that men and members of certain races, as well as our most venerable institutions, are inherently sexist and racist are appearing in workplace diversity trainings across the country, even in

components of the Federal Government and among Federal contractors. For example, the Department of the Treasury recently held a seminar that promoted arguments that “virtually all White people, regardless of how ‘woke’ they are, contribute to racism,” and that instructed small group leaders to encourage employees to avoid “narratives” that Americans should “be more color-blind” or “let people’s skills and personalities be what differentiates them.”

Training materials from Argonne National Laboratories, a Federal entity, stated that racism “is interwoven into every fabric of America” and described statements like “color blindness” and the “meritocracy” as “actions of bias.”

Materials from Sandia National Laboratories, also a Federal entity, for non-minority males stated that an emphasis on “rationality over emotionality” was a characteristic of “white male[s],” and asked those present to “acknowledge” their “privilege” to each other.

A Smithsonian Institution museum graphic recently claimed that concepts like “[o]bjective, rational linear thinking,” “[h]ard work” being “the key to success,” the “nuclear family,” and belief in a single god are not values that unite Americans of all races but are instead “aspects and assumptions of whiteness.” The museum also stated that “[f]acing your whiteness is hard and can result in feelings of guilt, sadness, confusion, defensiveness, or fear.”

All of this is contrary to the fundamental premises underpinning our Republic: that all individuals are created equal and should be allowed an equal opportunity under the law to pursue happiness and prosper based on individual merit.

Executive departments and agencies (agencies), our Uniformed Services, Federal contractors, and Federal grant recipients should, of course, continue to foster environments devoid of hostility grounded in race, sex, and other federally protected characteristics. Training employees to create an inclusive workplace is appropriate and beneficial. The Federal Government is, and must always be, committed to the fair and equal treatment of all individuals before the law.

But training like that discussed above perpetuates racial stereotypes and division and can use subtle coercive pressure to ensure conformity of viewpoint. Such ideas may be fashionable in the academy, but they have no place in programs and activities supported by Federal taxpayer dollars. Research also suggests that blame-focused diversity training reinforces biases and decreases opportunities for minorities.

Our Federal civil service system is based on merit principles. These principles, codified at 5 U.S.C. 2301, call for all employees to “receive fair and equitable treatment in all aspects of personnel management without regard to” race or sex “and with proper regard for their . . . constitutional rights.” Instructing Federal employees that treating individuals on the basis of individual merit is racist or sexist directly undermines our Merit System Principles and impairs the efficiency of the Federal service. Similarly, our Uniformed Services should not teach our heroic men and women in uniform the lie that the country for which they are willing to die is fundamentally racist. Such teachings could directly threaten the cohesion and effectiveness of our Uniformed Services.

Such activities also promote division and inefficiency when carried out by Federal contractors. The Federal Government has long prohibited Federal contractors from engaging in race or sex discrimination and required contractors to take affirmative action to ensure that such discrimination does not occur. The participation of contractors’ employees in training that promotes race or sex stereotyping or scapegoating similarly undermines efficiency in Federal contracting. Such requirements promote divisiveness in the workplace and distract from the pursuit of excellence and collaborative achievements in public administration.

Therefore, it shall be the policy of the United States not to promote race or sex stereotyping or scapegoating in the Federal workforce or in the Uniformed Services, and not to allow grant funds to be used for these purposes. In addition, Federal contractors will not be permitted to inculcate such views in their employees.

**Sec. 2. Definitions.** For the purposes of this order, the phrase:

(a) “Divisive concepts” means the concepts that (1) one race or sex is inherently superior to another race or sex; (2) the United States is fundamentally racist or sexist; (3) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (4) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (5) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (6) an individual’s moral character is necessarily determined by his or her race or sex; (7) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (8) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (9) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. The term “divisive concepts” also includes any other form of race or sex stereotyping or any other form of race or sex scapegoating.

(b) “Race or sex stereotyping” means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex.

(c) “Race or sex scapegoating” means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex. It similarly encompasses any claim that, consciously or unconsciously, and by virtue of his or her race or sex, members of any race are inherently racist or are inherently inclined to oppress others, or that members of a sex are inherently sexist or inclined to oppress others.

(d) “Senior political appointee” means an individual appointed by the President, or a non-career member of the Senior Executive Service (or agency-equivalent system).

**Sec. 3. Requirements for the United States Uniformed Services.** The United States Uniformed Services, including the United States Armed Forces, shall not teach, instruct, or train any member of the United States Uniformed Services, whether serving on active duty, serving on reserve duty, attending a military service academy, or attending courses conducted by a military department pursuant to a Reserve Officer Corps Training program, to believe any of the divisive concepts set forth in section 2(a) of this order. No member of the United States Uniformed Services shall face any penalty or discrimination on account of his or her refusal to support, believe, endorse, embrace, confess, act upon, or otherwise assent to these concepts.

**Sec. 4. Requirements for Government Contractors.** (a) Except in contracts exempted in the manner provided by section 204 of Executive Order 11246 of September 24, 1965 (Equal Employment Opportunity), as amended, all Government contracting agencies shall include in every Government contract hereafter entered into the following provisions:

“During the performance of this contract, the contractor agrees as follows:

1. The contractor shall not use any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt



to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. The term "race or sex stereotyping" means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex, and the term "race or sex scapegoating" means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex.

2. The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under the Executive Order of September 22, 2020, entitled Combating Race and Sex Stereotyping, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

3. In the event of the contractor's noncompliance with the requirements of paragraphs (1), (2), and (4), or with any rules, regulations, or orders that may be promulgated in accordance with the Executive Order of September 22, 2020, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order 11246, and such other sanctions may be imposed and remedies invoked as provided by any rules, regulations, or orders the Secretary of Labor has issued or adopted pursuant to Executive Order 11246, including subpart D of that order.

4. The contractor will include the provisions of paragraphs (1) through (4) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as may be directed by the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction, the contractor may request the United States to enter into such litigation to protect the interests of the United States."

(b) The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate.

(c) Within 30 days of the date of this order, the Director of OFCCP shall publish in the *Federal Register* a request for information seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. The request for information should request copies of any training, workshop, or similar programming having to do with diversity and inclusion as well as information about the duration, frequency, and expense of such activities.

**Sec. 5. Requirements for Federal Grants.** The heads of all agencies shall review their respective grant programs and identify programs for which the agency may, as a condition of receiving such a grant, require the recipient to certify that it will not use Federal funds to promote the concepts that

(a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. Within 60 days of the date of this order, the heads of agencies shall each submit a report to the Director of the Office of Management and Budget (OMB) that lists all grant programs so identified.

**Sec. 6. *Requirements for Agencies.*** (a) The fair and equal treatment of individuals is an inviolable principle that must be maintained in the Federal workplace. Agencies should continue all training that will foster a workplace that is respectful of all employees. Accordingly:

(i) The head of each agency shall use his or her authority under 5 U.S.C. 301, 302, and 4103 to ensure that the agency, agency employees while on duty status, and any contractors hired by the agency to provide training, workshops, forums, or similar programming (for purposes of this section, "training") to agency employees do not teach, advocate, act upon, or promote in any training to agency employees any of the divisive concepts listed in section 2(a) of this order. Agencies may consult with the Office of Personnel Management (OPM), pursuant to 5 U.S.C. 4116, in carrying out this provision; and

(ii) Agency diversity and inclusion efforts shall, first and foremost, encourage agency employees not to judge each other by their color, race, ethnicity, sex, or any other characteristic protected by Federal law.

(b) The Director of OPM shall propose regulations providing that agency officials with supervisory authority over a supervisor or an employee with responsibility for promoting diversity and inclusion, if such supervisor or employee either authorizes or approves training that promotes the divisive concepts set forth in section 2(a) of this order, shall take appropriate steps to pursue a performance-based adverse action proceeding against such supervisor or employee under chapter 43 or 75 of title 5, United States Code.

(c) Each agency head shall:

(i) issue an order incorporating the requirements of this order into agency operations, including by making compliance with this order a provision in all agency contracts for diversity training;

(ii) request that the agency inspector general thoroughly review and assess by the end of the calendar year, and not less than annually thereafter, agency compliance with the requirements of this order in the form of a report submitted to OMB; and

(iii) assign at least one senior political appointee responsibility for ensuring compliance with the requirements of this order.

**Sec. 7. *OMB and OPM Review of Agency Training.*** (a) Consistent with OPM's authority under 5 U.S.C. 4115–4118, all training programs for agency employees relating to diversity or inclusion shall, before being used, be reviewed by OPM for compliance with the requirements of section 6 of this order.

(b) If a contractor provides a training for agency employees relating to diversity or inclusion that teaches, advocates, or promotes the divisive concepts set forth in section 2(a) of this order, and such action is in violation of the applicable contract, the agency that contracted for such training shall evaluate whether to pursue debarment of that contractor, consistent with

applicable law and regulations, and in consultation with the Interagency Suspension and Debarment Committee.

(c) Within 90 days of the date of this order, each agency shall report to OMB all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors. Such report shall, in addition to providing aggregate totals, delineate awards to each individual contractor.

(d) The Directors of OMB and OPM may jointly issue guidance and directives pertaining to agency obligations under, and ensuring compliance with, this order.

**Sec. 8. Title VII Guidance.** The Attorney General should continue to assess the extent to which workplace training that teaches the divisive concepts set forth in section 2(a) of this order may contribute to a hostile work environment and give rise to potential liability under Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e *et seq.* If appropriate, the Attorney General and the Equal Employment Opportunity Commission shall issue publicly available guidance to assist employers in better promoting diversity and inclusive workplaces consistent with Title VII.

**Sec. 9. Effective Date.** This order is effective immediately, except that the requirements of section 4 of this order shall apply to contracts entered into 60 days after the date of this order.

**Sec. 10. General Provisions.** (a) This order does not prevent agencies, the United States Uniformed Services, or contractors from promoting racial, cultural, or ethnic diversity or inclusiveness, provided such efforts are consistent with the requirements of this order.

(b) Nothing in this order shall be construed to prohibit discussing, as part of a larger course of academic instruction, the divisive concepts listed in section 2(a) of this order in an objective manner and without endorsement.

(c) If any provision of this order, or the application of any provision to any person or circumstance, is held to be invalid, the remainder of this order and the application of its provisions to any other persons or circumstances shall not be affected thereby.

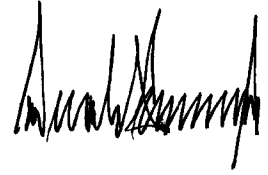
(d) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department, agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(e) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(f) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

A handwritten signature in black ink, appearing to be "Donald Trump", located in the upper right quadrant of the page.

THE WHITE HOUSE,  
*September 22, 2020.*

[FR Doc. 2020-21534  
Filed 9-25-20; 8:45 am]  
Billing code 3295-F0-P

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**From:** Seely, Christopher - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=6B2B2010AAF743CEB373A758390001A1-SEELY, CHRI>  
**To:** Bickerstaffe, Keir - SOL ([REDACTED]@dol.gov)  
**Sent:** 9/28/2020 7:05:23 AM  
**Subject:** FW: EO 13950 - Combating Race and Sex Stereotyping  
**Attachments:** EO 13950 Combating Race and Sex Stereotyping.pdf

FYI

Chris Seely  
202 [REDACTED]

**From:** Seely, Christopher - OFCCP  
**Sent:** Monday, September 28, 2020 4:05 AM  
**To:** zzOFCCP-NO-DPPD-ALL <zzOFCCP-NO-DPPD-ALL@dol.gov>  
**Subject:** EO 13950 - Combating Race and Sex Stereotyping

Hi all,

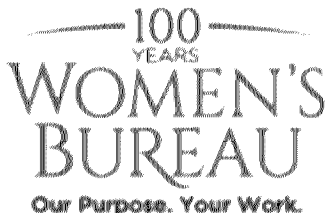
The new EO has been assigned a number.

Please see attached. It's also here: <https://www.federalregister.gov/documents/2020/09/28/2020-21534/combating-race-and-sex-stereotyping>.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202 [REDACTED] (mobile)  
Pronouns: he/him/his



# Presidential Documents

Title 3—

Executive Order 13950 of September 22, 2020

The President

Combating Race and Sex Stereotyping

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**Section 1. Purpose.** From the battlefield of Gettysburg to the bus boycott in Montgomery and the Selma-to-Montgomery marches, heroic Americans have valiantly risked their lives to ensure that their children would grow up in a Nation living out its creed, expressed in the Declaration of Independence: “We hold these truths to be self-evident, that all men are created equal.” It was this belief in the inherent equality of every individual that inspired the Founding generation to risk their lives, their fortunes, and their sacred honor to establish a new Nation, unique among the countries of the world. President Abraham Lincoln understood that this belief is “the electric cord” that “links the hearts of patriotic and liberty-loving” people, no matter their race or country of origin. It is the belief that inspired the heroic black soldiers of the 54th Massachusetts Infantry Regiment to defend that same Union at great cost in the Civil War. And it is what inspired Dr. Martin Luther King, Jr., to dream that his children would one day “not be judged by the color of their skin but by the content of their character.”

Thanks to the courage and sacrifice of our forebears, America has made significant progress toward realization of our national creed, particularly in the 57 years since Dr. King shared his dream with the country.

Today, however, many people are pushing a different vision of America that is grounded in hierarchies based on collective social and political identities rather than in the inherent and equal dignity of every person as an individual. This ideology is rooted in the pernicious and false belief that America is an irredeemably racist and sexist country; that some people, simply on account of their race or sex, are oppressors; and that racial and sexual identities are more important than our common status as human beings and Americans.

This destructive ideology is grounded in misrepresentations of our country’s history and its role in the world. Although presented as new and revolutionary, they resurrect the discredited notions of the nineteenth century’s apologists for slavery who, like President Lincoln’s rival Stephen A. Douglas, maintained that our government “was made on the white basis” “by white men, for the benefit of white men.” Our Founding documents rejected these racialized views of America, which were soundly defeated on the blood-stained battlefields of the Civil War. Yet they are now being repackaged and sold as cutting-edge insights. They are designed to divide us and to prevent us from uniting as one people in pursuit of one common destiny for our great country.

Unfortunately, this malign ideology is now migrating from the fringes of American society and threatens to infect core institutions of our country. Instructors and materials teaching that men and members of certain races, as well as our most venerable institutions, are inherently sexist and racist are appearing in workplace diversity trainings across the country, even in

components of the Federal Government and among Federal contractors. For example, the Department of the Treasury recently held a seminar that promoted arguments that “virtually all White people, regardless of how ‘woke’ they are, contribute to racism,” and that instructed small group leaders to encourage employees to avoid “narratives” that Americans should “be more color-blind” or “let people’s skills and personalities be what differentiates them.”

Training materials from Argonne National Laboratories, a Federal entity, stated that racism “is interwoven into every fabric of America” and described statements like “color blindness” and the “meritocracy” as “actions of bias.”

Materials from Sandia National Laboratories, also a Federal entity, for non-minority males stated that an emphasis on “rationality over emotionality” was a characteristic of “white male[s],” and asked those present to “acknowledge” their “privilege” to each other.

A Smithsonian Institution museum graphic recently claimed that concepts like “[o]bjective, rational linear thinking,” “[h]ard work” being “the key to success,” the “nuclear family,” and belief in a single god are not values that unite Americans of all races but are instead “aspects and assumptions of whiteness.” The museum also stated that “[f]acing your whiteness is hard and can result in feelings of guilt, sadness, confusion, defensiveness, or fear.”

All of this is contrary to the fundamental premises underpinning our Republic: that all individuals are created equal and should be allowed an equal opportunity under the law to pursue happiness and prosper based on individual merit.

Executive departments and agencies (agencies), our Uniformed Services, Federal contractors, and Federal grant recipients should, of course, continue to foster environments devoid of hostility grounded in race, sex, and other federally protected characteristics. Training employees to create an inclusive workplace is appropriate and beneficial. The Federal Government is, and must always be, committed to the fair and equal treatment of all individuals before the law.

But training like that discussed above perpetuates racial stereotypes and division and can use subtle coercive pressure to ensure conformity of viewpoint. Such ideas may be fashionable in the academy, but they have no place in programs and activities supported by Federal taxpayer dollars. Research also suggests that blame-focused diversity training reinforces biases and decreases opportunities for minorities.

Our Federal civil service system is based on merit principles. These principles, codified at 5 U.S.C. 2301, call for all employees to “receive fair and equitable treatment in all aspects of personnel management without regard to” race or sex “and with proper regard for their . . . constitutional rights.” Instructing Federal employees that treating individuals on the basis of individual merit is racist or sexist directly undermines our Merit System Principles and impairs the efficiency of the Federal service. Similarly, our Uniformed Services should not teach our heroic men and women in uniform the lie that the country for which they are willing to die is fundamentally racist. Such teachings could directly threaten the cohesion and effectiveness of our Uniformed Services.

Such activities also promote division and inefficiency when carried out by Federal contractors. The Federal Government has long prohibited Federal contractors from engaging in race or sex discrimination and required contractors to take affirmative action to ensure that such discrimination does not occur. The participation of contractors’ employees in training that promotes race or sex stereotyping or scapegoating similarly undermines efficiency in Federal contracting. Such requirements promote divisiveness in the workplace and distract from the pursuit of excellence and collaborative achievements in public administration.

Therefore, it shall be the policy of the United States not to promote race or sex stereotyping or scapegoating in the Federal workforce or in the Uniformed Services, and not to allow grant funds to be used for these purposes. In addition, Federal contractors will not be permitted to inculcate such views in their employees.

**Sec. 2. Definitions.** For the purposes of this order, the phrase:

(a) “Divisive concepts” means the concepts that (1) one race or sex is inherently superior to another race or sex; (2) the United States is fundamentally racist or sexist; (3) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (4) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (5) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (6) an individual’s moral character is necessarily determined by his or her race or sex; (7) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (8) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (9) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. The term “divisive concepts” also includes any other form of race or sex stereotyping or any other form of race or sex scapegoating.

(b) “Race or sex stereotyping” means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex.

(c) “Race or sex scapegoating” means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex. It similarly encompasses any claim that, consciously or unconsciously, and by virtue of his or her race or sex, members of any race are inherently racist or are inherently inclined to oppress others, or that members of a sex are inherently sexist or inclined to oppress others.

(d) “Senior political appointee” means an individual appointed by the President, or a non-career member of the Senior Executive Service (or agency-equivalent system).

**Sec. 3. Requirements for the United States Uniformed Services.** The United States Uniformed Services, including the United States Armed Forces, shall not teach, instruct, or train any member of the United States Uniformed Services, whether serving on active duty, serving on reserve duty, attending a military service academy, or attending courses conducted by a military department pursuant to a Reserve Officer Corps Training program, to believe any of the divisive concepts set forth in section 2(a) of this order. No member of the United States Uniformed Services shall face any penalty or discrimination on account of his or her refusal to support, believe, endorse, embrace, confess, act upon, or otherwise assent to these concepts.

**Sec. 4. Requirements for Government Contractors.** (a) Except in contracts exempted in the manner provided by section 204 of Executive Order 11246 of September 24, 1965 (Equal Employment Opportunity), as amended, all Government contracting agencies shall include in every Government contract hereafter entered into the following provisions:

“During the performance of this contract, the contractor agrees as follows:

1. The contractor shall not use any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt



to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. The term "race or sex stereotyping" means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex, and the term "race or sex scapegoating" means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex.

2. The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under the Executive Order of September 22, 2020, entitled Combating Race and Sex Stereotyping, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

3. In the event of the contractor's noncompliance with the requirements of paragraphs (1), (2), and (4), or with any rules, regulations, or orders that may be promulgated in accordance with the Executive Order of September 22, 2020, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order 11246, and such other sanctions may be imposed and remedies invoked as provided by any rules, regulations, or orders the Secretary of Labor has issued or adopted pursuant to Executive Order 11246, including subpart D of that order.

4. The contractor will include the provisions of paragraphs (1) through (4) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as may be directed by the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction, the contractor may request the United States to enter into such litigation to protect the interests of the United States."

(b) The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate.

(c) Within 30 days of the date of this order, the Director of OFCCP shall publish in the *Federal Register* a request for information seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. The request for information should request copies of any training, workshop, or similar programming having to do with diversity and inclusion as well as information about the duration, frequency, and expense of such activities.

**Sec. 5. Requirements for Federal Grants.** The heads of all agencies shall review their respective grant programs and identify programs for which the agency may, as a condition of receiving such a grant, require the recipient to certify that it will not use Federal funds to promote the concepts that

(a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. Within 60 days of the date of this order, the heads of agencies shall each submit a report to the Director of the Office of Management and Budget (OMB) that lists all grant programs so identified.

**Sec. 6. *Requirements for Agencies.*** (a) The fair and equal treatment of individuals is an inviolable principle that must be maintained in the Federal workplace. Agencies should continue all training that will foster a workplace that is respectful of all employees. Accordingly:

(i) The head of each agency shall use his or her authority under 5 U.S.C. 301, 302, and 4103 to ensure that the agency, agency employees while on duty status, and any contractors hired by the agency to provide training, workshops, forums, or similar programming (for purposes of this section, "training") to agency employees do not teach, advocate, act upon, or promote in any training to agency employees any of the divisive concepts listed in section 2(a) of this order. Agencies may consult with the Office of Personnel Management (OPM), pursuant to 5 U.S.C. 4116, in carrying out this provision; and

(ii) Agency diversity and inclusion efforts shall, first and foremost, encourage agency employees not to judge each other by their color, race, ethnicity, sex, or any other characteristic protected by Federal law.

(b) The Director of OPM shall propose regulations providing that agency officials with supervisory authority over a supervisor or an employee with responsibility for promoting diversity and inclusion, if such supervisor or employee either authorizes or approves training that promotes the divisive concepts set forth in section 2(a) of this order, shall take appropriate steps to pursue a performance-based adverse action proceeding against such supervisor or employee under chapter 43 or 75 of title 5, United States Code.

(c) Each agency head shall:

(i) issue an order incorporating the requirements of this order into agency operations, including by making compliance with this order a provision in all agency contracts for diversity training;

(ii) request that the agency inspector general thoroughly review and assess by the end of the calendar year, and not less than annually thereafter, agency compliance with the requirements of this order in the form of a report submitted to OMB; and

(iii) assign at least one senior political appointee responsibility for ensuring compliance with the requirements of this order.

**Sec. 7. *OMB and OPM Review of Agency Training.*** (a) Consistent with OPM's authority under 5 U.S.C. 4115–4118, all training programs for agency employees relating to diversity or inclusion shall, before being used, be reviewed by OPM for compliance with the requirements of section 6 of this order.

(b) If a contractor provides a training for agency employees relating to diversity or inclusion that teaches, advocates, or promotes the divisive concepts set forth in section 2(a) of this order, and such action is in violation of the applicable contract, the agency that contracted for such training shall evaluate whether to pursue debarment of that contractor, consistent with

applicable law and regulations, and in consultation with the Interagency Suspension and Debarment Committee.

(c) Within 90 days of the date of this order, each agency shall report to OMB all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors. Such report shall, in addition to providing aggregate totals, delineate awards to each individual contractor.

(d) The Directors of OMB and OPM may jointly issue guidance and directives pertaining to agency obligations under, and ensuring compliance with, this order.

**Sec. 8. Title VII Guidance.** The Attorney General should continue to assess the extent to which workplace training that teaches the divisive concepts set forth in section 2(a) of this order may contribute to a hostile work environment and give rise to potential liability under Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e *et seq.* If appropriate, the Attorney General and the Equal Employment Opportunity Commission shall issue publicly available guidance to assist employers in better promoting diversity and inclusive workplaces consistent with Title VII.

**Sec. 9. Effective Date.** This order is effective immediately, except that the requirements of section 4 of this order shall apply to contracts entered into 60 days after the date of this order.

**Sec. 10. General Provisions.** (a) This order does not prevent agencies, the United States Uniformed Services, or contractors from promoting racial, cultural, or ethnic diversity or inclusiveness, provided such efforts are consistent with the requirements of this order.

(b) Nothing in this order shall be construed to prohibit discussing, as part of a larger course of academic instruction, the divisive concepts listed in section 2(a) of this order in an objective manner and without endorsement.

(c) If any provision of this order, or the application of any provision to any person or circumstance, is held to be invalid, the remainder of this order and the application of its provisions to any other persons or circumstances shall not be affected thereby.

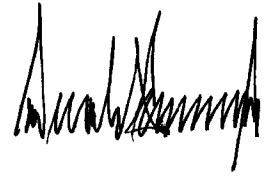
(d) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department, agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(e) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(f) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

A handwritten signature in black ink, appearing to be "Donald Trump", located in the upper right quadrant of the page.

THE WHITE HOUSE,  
*September 22, 2020.*

[FR Doc. 2020-21534  
Filed 9-25-20; 8:45 am]  
Billing code 3295-F0-P

---

**From:** Good, Tina - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=1C2609AF77764F9B8394937FFDECC604-GOOD, TINA>  
**To:** Seely, Christopher - OFCCP  
**Sent:** 9/28/2020 8:54:59 AM  
**Subject:** Re: EO 13950 - Combating Race and Sex Stereotyping

And good morning to you.... kind of early for you, wasn't it?

---

**From:** Seely, Christopher - OFCCP [REDACTED] b(6) [REDACTED] r@dol.gov>  
**Sent:** Monday, September 28, 2020 7:04 AM  
**To:** zzOFCCP-NO-DPPD-ALL <zzOFCCP-NO-DPPD-ALL@dol.gov>  
**Subject:** EO 13950 - Combating Race and Sex Stereotyping

Hi all,

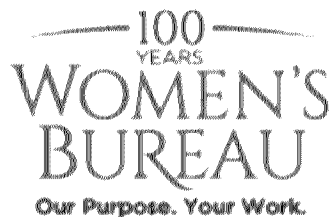
The new EO has been assigned a number.

Please see attached. It's also here: <https://www.federalregister.gov/documents/2020/09/28/2020-21534/combating-race-and-sex-stereotyping>.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202 [REDACTED] b(6) [REDACTED] (mobile)  
Pronouns: he/him/his



---

**From:** Lujan, Theresa - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9EDFF4C13BC3429F939D457747BB2E89-LUJAN, THER>  
**To:** Seely, Christopher - OFCCP  
**Sent:** 9/28/2020 9:54:42 AM  
**Subject:** RE: EO 13950 - Combating Race and Sex Stereotyping

Thanks

**From:** Seely, Christopher - OFCCP <[REDACTED]@dol.gov>  
**Sent:** Monday, September 28, 2020 4:05 AM  
**To:** zzOFCCP-NO-DPPD-ALL <zzOFCCP-NO-DPPD-ALL@dol.gov>  
**Subject:** EO 13950 - Combating Race and Sex Stereotyping

Hi all,

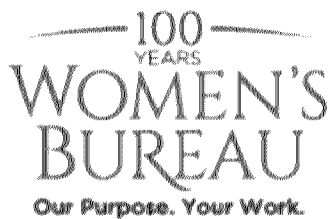
The new EO has been assigned a number.

Please see attached. It's also here: <https://www.federalregister.gov/documents/2020/09/28/2020-21534/combating-race-and-sex-stereotyping>.

Thanks,

Chris Seely  
Acting Deputy Director  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
U.S. Department of Labor

202[REDACTED] mobile)  
Pronouns: he/him/his



---

**From:** Williams, Tina T - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=DE1CA1BB58004746A50104BD40A50623-WILLIAMS, T>  
**To:** Leen, Craig - OFCCP; Gean, Lissette - OFCCP  
**CC:** Davidson, Patricia J - OFCCP  
**Sent:** 9/28/2020 9:11:26 AM  
**Subject:** RE: Hotline  
**Attachments:** RE: Executive Order Press Release-OFCCP Hotline

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Monday, September 28, 2020 8:54 AM  
**To:** Gean, Lissette - OFCCP <[REDACTED]@dol.gov>; Williams, Tina T - OFCCP <[REDACTED]@dol.gov>  
**Cc:** Davidson, Patricia J - OFCCP <[REDACTED]@dol.gov>  
**Subject:** Fwd: Hotline

Please send me the press release draft. Thanks.

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---

**From:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Sent:** Monday, September 28, 2020 8:53:44 AM  
**To:** Bozzuto, Robert F - OPA <Bozzuto.Robert.F@DOL.gov>  
**Cc:** Holland, Eric W - OPA <Holland.Eric.W@dol.gov>  
**Subject:** Re: Hotline

I believe we sent a press release draft on Friday. Let me check.

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---

**From:** Bozzuto, Robert F - OPA <Bozzuto.Robert.F@DOL.gov>  
**Sent:** Monday, September 28, 2020 8:52:39 AM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Cc:** Holland, Eric W - OPA <Holland.Eric.W@dol.gov>  
**Subject:** Hotline

Craig can we get a press release draft for the hotline ASAP? We want something out today.

Sent from my iPhone

**From:** Lott, LaToya M - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=DCC4357F540B4E92A346EF5F7ABD0A92-LOTT, LATOY>  
**To:** Nieves, Edwin - OPA; Gean, Lissette - OFCCP  
**CC:** Seely, Christopher - OFCCP; Williams, Tina T - OFCCP; Olshefski, Stanley S - OPA; Gamble, Bennett B - OPA  
**Sent:** 9/25/2020 2:23:29 PM  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline  
**Attachments:** OPA-DRAFT\_20-1859-NAT\_OFCCP-RaceSexHotline (092520@220pm)(CS)(LL).docx

Hi Edwin,

Please find the updated EO press release attached with our tracked revisions.

Thank you,

LaToya M. Lott, MPA  
Strategic Communications Specialist, DPPD

**From:** Nieves, Edwin - OPA <b(6)>  
**Sent:** Friday, September 25, 2020 2:23:29 PM  
**To:** Gean, Lissette - OFCCP <b(6)>  
**Cc:** Seely, Christopher - OFCCP <b(6)>@dol.gov>; Williams, Tina T - OFCCP <b(6)>@dol.gov>; Lott, LaToya M - OFCCP <b(6)>@dol.gov>; Olshefski, Stanley S - OPA <b(6)>@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline

Hi Lissette,  
Our Editor makes edits/suggestions.  
Please feel free to update to the already approved version and I'll inform to keep it as same when I get it back from you.  
Thanks,  
Edwin

**From:** Gean, Lissette - OFCCP <b(6)>@dol.gov>  
**Sent:** Friday, September 25, 2020 2:06 PM  
**To:** Nieves, Edwin - OPA <b(6)>  
**Cc:** Seely, Christopher - OFCCP <b(6)>@dol.gov>; Williams, Tina T - OFCCP <b(6)>@dol.gov>; Lott, LaToya M - OFCCP <b(6)>@dol.gov>; Olshefski, Stanley S - OPA <b(6)>@dol.gov>  
**Subject:** RE: Executive Order Press Release-OFCCP Hotline  
**Importance:** High

Hi Edwin,

Just wondering who edited Craig's quote. He ran the quote by OSEC. This is what they cleared:

"Federal contractors must not engage in race or sex stereotyping or scapegoating in employment training programs or in employment generally."

Thanks,  
Lissette

**From:** Nieves, Edwin - OPA <b(6)>@DOL.gov>



**Sent:** Friday, September 25, 2020 2:01 PM

**To:** Lott, LaToya M - OFCCP <[redacted]>

**Cc:** Seely, Christopher - OFC [redacted]@dol.gov>; Williams, Tina T - OFCCP

[redacted]@dol.gov>; Gean, Lissette - OFCCP <[redacted]>; Olshefski, Stanley S - OPA <Olshefski.Stanley.S@DOL.gov>; Gamble, Bennett B [redacted]@dol.gov>

**Subject:** RE: Executive Order Press Release-OFCCP Hotline

LaToya,  
Attached is the edited version.  
Please review and return.  
Thanks,  
Edwin

**From:** Lott, LaToya M - OFCCP <[redacted]@dol.gov>

**Sent:** Friday, September 25, 2020 12:35 PM

**To:** Nieves, Edwin - OPA [redacted]@dol.gov>; Gamble, Bennett B - OPA [redacted]@dol.gov>; Olshefski, Stanley S - OPA <Olshefski.Stanley.S@DOL.gov>

**Cc:** Seely, Christopher - OFCCP <[redacted]@dol.gov>; Williams, Tina T - OFCCP

[redacted]@dol.gov>; Gean, Lissette - OFCCP [redacted]@dol.gov>

**Subject:** Executive Order Press Release-OFCCP Hotline

**Importance:** High

Hello Edwin,

Please find our press release on the new Executive Order for OPA clearance. Please note that this is an expedited request as it is a part of the new Executive Order and requires immediate/review and approval.

Thank you,

**LaToya M. Lott, MPA**

Strategic Communications Specialist  
Division of Policy and Program Development  
Office of Federal Contract Compliance Programs  
Website: [www.dol.gov/ofccp](http://www.dol.gov/ofccp)

---

**From:** Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>  
**To:** Bozzuto, Robert F - OPA; Holland, Eric W - OPA  
**Sent:** 9/28/2020 9:14:22 AM  
**Subject:** Hotline Press Release  
**Attachments:** OPA-DRAFT\_20-1859-NAT\_OFCCP-RaceSexHotline (092520@220pm)(CS)(LL).docx

The final proposed draft that was submitted to OPA is attached.

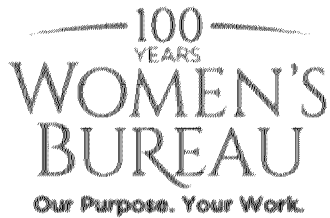
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**From:** Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>  
**To:** Bozzuto, Robert F - OPA  
**CC:** Holland, Eric W - OPA  
**Sent:** 9/28/2020 3:06:01 PM  
**Subject:** RE: Hotline Press Release  
**Attachments:** OPA-DRAFT\_20-1859-NAT\_OFCCP-RaceSexHotline.LeenProposed Final.docx

Here is my proposed final.

Craig E. Leen  
OFCCP Director



**From:** Bozzuto, Robert F - OPA <Bozzuto.Robert.F@DOL.gov>  
**Sent:** Monday, September 28, 2020 3:02 PM  
**To:** Leen, Craig - OFCCP <Leen.Craig@DOL.gov>  
**Subject:** RE: Hotline Press Release

Do you have the update?

**From:** Leen, Craig - OFCCP <[Leen.Craig@DOL.gov](mailto:Leen.Craig@DOL.gov)>  
**Sent:** Monday, September 28, 2020 9:14 AM  
**To:** Bozzuto, Robert F - OPA <[Bozzuto.Robert.F@DOL.gov](mailto:Bozzuto.Robert.F@DOL.gov)>; Holland, Eric W - OPA <[Holland.Eric.W@dol.gov](mailto:Holland.Eric.W@dol.gov)>  
**Subject:** Hotline Press Release

The final proposed draft that was submitted to OPA is attached.

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# News Release

U.S. Department of Labor | September xx, 2020

## **U.S. Department of Labor Launches Hotline to Combat Race and Sex Stereotyping by Federal Contractors**

**WASHINGTON, DC** – The U.S. Department of Labor has announced that its Office of Federal Contract Compliance Programs (OFCCP) has established a hotline and email address to receive and investigate complaints under Executive Order 11246 and “Executive Order Combating Race and Sex Stereotyping,” issued on Sept. 22, 2020 by the President of the United States.

The Administration began implementing the Sept. 22, 2020, order “to promote economy and efficiency in Federal contracting to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating.” The order enables employees to file complaints alleging that a Federal contractor “is utilizing training programs in violation of the contractor’s obligations under those orders.”

“Federal contractors must not engage in race or sex stereotyping or scapegoating in employment training programs or in employment generally,” said Office of Federal Contract Compliance Programs Director Craig Leen.

While the order is effective immediately, its specific requirements for Federal contractors apply only to those with Federal contracts entered into 60 days after the date of the order, or Nov. 21, 2020. However, training programs prohibited by the new Executive Order may also violate a contractor’s obligations under the existing Executive Order 11246, which prohibits discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, and for inquiring about, discussing, or disclosing your compensation or the compensation of others. An employee may file a complaint regarding training programs that they believe to be in violation via OFCCP’s website at [www.dol.gov/agencies/ofccp/contact/file-complaint](http://www.dol.gov/agencies/ofccp/contact/file-complaint) or OFCCP can send them a copy of the complaint form by email or regular mail.

The new OFCCP Complaint Hotline to Combat Race and Sex Stereotyping can be reached at 202-343-2008 or via email at [OFCCPComplaintHotline@dol.gov](mailto:OFCCPComplaintHotline@dol.gov). [Learn more about OFCCP.](#)

In addition to Executive Order 11246, OFCCP enforces Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974. These laws, as amended, make it illegal for contractors and subcontractors doing business with the federal government to discriminate in employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. In addition, contractors and subcontractors are prohibited from discriminating against applicants or employees because they have inquired about, discussed, or disclosed their compensation or the compensation of others subject to certain limitations, and may not retaliate against applicants or employees for engaging in protected activities. These laws also require that federal contractors provide equal employment opportunity through affirmative action. For more information, please call OFCCP’s toll-free helpline at 800-397-6251 or visit <https://www.dol.gov/ofccp/>.

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The mission of the Department of Labor is to foster, promote and develop the welfare of the wage earners, job seekers and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

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