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Sent: 5/7/2015 8:57:21 PM
To: Haley, Nikki
Cc:
Subject: The DOL Newsletter - May 7, 2015: Listening in Baltimore; Learning about Safety; Leading on Leave

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- [Living With Unpaid Leave](#) <<http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlsaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvd5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&108&&&>http://blog.dol.gov/2015/05/02/living-with-unpaid-leave-a-moms-perspective/>: A Mom's Perspective: "My husband and I are just your average,

middle-class recession survivors. We both work a nine-to-five job, on different shifts, and make enough to be comfortable. So something as natural as welcoming our first child shouldn't be daunting — but it is," writes Shawna Mascarelli, a working mom from Seattle.

• [Small Business Owners <http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlSaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdj5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&109&&&http://blog.dol.gov/2015/05/06/small-business-owners-are-you-helping-protect-your-employees-financial-security/>](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlSaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdj5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&109&&&http://blog.dol.gov/2015/05/06/small-business-owners-are-you-helping-protect-your-employees-financial-security/): Are You Helping Protect Your Employees' Financial Security? "If you are a small business providing retirement and health benefits to your employees, you play an important role in your employees' financial security," writes Phyllis Borzi, assistant secretary of labor for employee benefits security.

A Leg Up for Former Inmates

<http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlSaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdj5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&110&&&http://www.dol.gov/_sec/newsletter/2015/20150507-2.htm#Attorneys>

In the current national dialogue on criminal justice and prison reform, creating employment opportunities are discussed as a meaningful way to reduce recidivism and strengthen local communities. Federal attorneys from around the nation gathered at Department of Justice headquarters in Washington, D.C., on May 8 to discuss how to help people successfully transition back into their communities after release from jail or prison. Secretary Perez met with the attorneys to review departmental policies and programs that already are improving the lives of once incarcerated individuals — including job training and career counseling services for adults and youth who have been in the criminal justice system. He urged participants to work in their communities to make these opportunities more accessible to more people. "Helping individuals coming through the criminal justice system land on their feet is both a moral and economic imperative," Perez said.

Protecting Farmworkers

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The nonprofit organization Farmworker Justice plays an important role in giving migrant and seasonal farmworkers a voice. At its annual awards reception in Washington, D.C. on May 6, Secretary Perez accepted an honor for the department's efforts on behalf of farmworkers, and acknowledged that the workers contribute greatly to our lives while facing high rates of wage, health and safety violations. "We all depend on the work of farmworkers — they put food on our dinner tables. But far too often, they can't afford to put food on their own," said Perez. "They are among the most vulnerable workers in our economy. Their work is often dirty and dangerous, done in unsafe or unhealthy conditions." Last year the Wage and Hour Division recovered more than \$4.5 million in unpaid wages for more than 12,000 agricultural workers nationwide, while assessing employers \$3 million in penalties.

- [Read the Blog Post <http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlsaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvd5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&112&&&](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlsaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvd5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&112&&&)http://blog.dol.gov/2015/05/01/protecting-farmworkers-a-healthy-start-room-to-grow/>
- [Learn About Farmworkers' Rights <http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlsaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvd5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&113&&&](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlsaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvd5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&113&&&)http://www.dol.gov/whd/FLSAEmployeeCard/AgGuideEnglish.pdf>

Education: A Great Equalizer

Educators play a critical role in our efforts to transform the nation's workforce system, Secretary Perez told National Education Association board members at

its headquarters in Washington, D.C., on May 1. As the department builds a modern "skills superhighway" that puts people on pathways to middle-class careers, educators are key in making sure schools are preparing students for the workforce. "Education is a great equalizer," he said. "Educators are at the center of the skills infrastructure." Perez also told board members that the Obama administration remains steadfast in its commitment to protecting educators' right to bargain collectively, and to making sure they have a voice in the workplace.

New Diversity Council Meets

The new Diversity and Inclusion in Government Council held its first-ever meeting on May 4. Opening remarks were made by Deputy Secretary of Labor Chris Lu, the council's co-chair and senior executive representative. "The establishment of this council can help us create and foster a federal workplace culture that values our employees' unique contributions and develops them to their full potential," said Lu. He was joined by the council's chair, Katherine Archuleta, director of the Office of Personnel Management. The council was created as a forum for improving senior leadership engagement and collaboration on strategic and operational diversity and inclusion priorities. Moving forward, it will develop guidance to cultivate a workplace culture of inclusion, collaboration, employee engagement, transparency, information-sharing, cognitive diversity and equity for all federal employees.

Benefits of Safety Culture

Workplace injuries are costly for employers, workers and their families, Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels reminded attendees at the Minnesota Safety and Health Conference in Minneapolis on May 5. He also discussed the importance of having a culture of workplace safety and how it prevents worker injuries and illnesses. Employers were encouraged to implement a safety and health management system. The system includes management leadership, worker participation, hazard identification and assessment, hazard prevention and control, education and training, and program evaluation and improvement.

- [Learn More About Injury Costs <http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlsaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWwhbGV5QGdvdj5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&114](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlsaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWwhbGV5QGdvdj5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&114)

<http://www.dol.gov/osha/report/>

Pennsylvania Veterans Job Fair

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&&http://www.dol.gov/_sec/newsletter/2015/20150507-2.htm#Fitzpatrick>

More than two dozen employers with active job openings attended a veterans' job fair and apprenticeship information session on May 4, hoping to bring veterans into their workforce. Assistant Secretary of Labor for Veterans' Employment and Training Keith Kelly joined Rep. Mike Fitzpatrick of Pennsylvania at the American Job Center in Bristol, Pa., for the event. Among those present to recruit veterans were small businesses based in Bucks County, large businesses like Home Depot and Loews and the Philadelphia Police Department. "This was a great opportunity to work with our congressional partners to bring attention to the services available to both employers and veterans," noted Kelly. "We look forward to working with other members of the Congressional Veterans Job Caucus to promote these vital and effective services, and I hope veterans around the country will go to their local AJC to get started finding a career today." Staff from the Employment and Training Administration's Office of Apprenticeship assisted employers learning how to build apprenticeship programs and taught veterans how to apply for existing apprenticeship programs.

- [Find a Local American Job Center <http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlsaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdj5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&116](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTUwNTA3LjQ0ODAwNDQxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE1MDUwNy40NDgwMDQ0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE3MDA1MDY5JmVtYWlsaWQ9bmlra2IoYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdj5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&116)
<http://www.servicelocator.org/>

Not Defined by Disability

"My Disability Is One Part of Who I Am" is the theme of this year's National Disability Employment Awareness Month. The nationwide initiative annually