

From: United States Department of Labor
Sent: 10/30/2014 7:54:40 PM
To: Haley, Nikki
Cc:
Subject: The DOL Newsletter - October 30, 2014: Focus on
Apprenticeship; the London Living Wage; Meeting With the Troops in
Germany

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October 30, 2014

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

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- [Protecting the Workers Who Make the Fall Harvest Possible](#)

<http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&106&&&http://social.dol.gov/blog/protecting-the-workers-who-make-the-fall-harvest-possible/>>: Farm labor is tough and sometimes dangerous work. That's why there are strict laws designed to ensure workers are duly compensated and kept safe while they pick, gather and prepare fruits and vegetables, writes Cynthia Watson of the Wage and Hour Division.

- [Americans Taking the #LeadOnLeave](#) <http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&107&&&http://social.dol.gov/blog/americans-taking-the-leadonleave/>>

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- [Increase Breast Cancer Awareness in 5 Steps](#)

[<http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&108&&&http://social.dol.gov/blog/increase-breast-cancer-awareness-in-5-steps/>](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&108&&&http://social.dol.gov/blog/increase-breast-cancer-awareness-in-5-steps/)
Whether you or a loved one has breast cancer, or if you'd simply like to know more about prevention, here is some important information, writes Assistant Secretary of Labor for Employee Benefits Security Phyllis Borzi.

Disability Inclusion Observed

[<http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&109&&&http://www.dol.gov/_sec/newsletter/2014/20141030-2.htm#ODEP>](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&109&&&http://www.dol.gov/_sec/newsletter/2014/20141030-2.htm#ODEP)

Across the country, organizations observed National Disability Employment Awareness Month and promoted disability inclusion at work. Employees at Langley Air Force Base held a training event on Oct. 23 for human resource professionals, hiring managers and supervisors in Hampton, Va. Assistant Secretary of Labor for Disability Employment Policy Kathy Martinez opened the event, updating participants on resources they can use to recruit, retain and advance qualified people with disabilities, including veterans. "It is my hope that Langley will become a shining star when it comes to the employment of people with disabilities — not only because it will help advance our mission at the Office of Disability Employment Policy, but because it will help advance yours," she said. In Milwaukee, more than 200 county employers gathered to celebrate NDEAM at an event sponsored by Wisconsin's Division of Vocational Rehabilitation on Oct. 28. While there, Martinez discussed federal disability employment policy priorities and how they intersect with state-level efforts, including vocational rehabilitation. "You are serving as a model for other states when it comes to promoting positive change for those with disabilities," she said. "And we in Washington really appreciate that."

- [<http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&110>](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&110)

<http://www.dol.gov/odep/topics/ndeam/index-2014.htm>>

• [Learn About Disability Inclusion <http://links.govdelivery.com:80/track?type=click&enid=ZWfzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&111](http://links.govdelivery.com:80/track?type=click&enid=ZWfzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&111)

<http://www.dol.gov/odep/topics/FederalEmployment.htm>>

Looking Back at ERISA

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http://www.dol.gov/_sec/newsletter/2014/20141030-2.htm#Borzi>

When it comes to shaping retirement and health care benefits law, regulation is perhaps the most precise legal instrument. This was Assistant Secretary of Labor for Employee Benefits Security Phyllis C. Borzi's message during her keynote speech to a group of lawyers, policymakers and others assembled at the Pension Rights Center's "Enforcement of ERISA Rights and Responsibilities" event in Washington, D.C., on Oct. 24. The event, part of the center's commemoration of the 40th anniversary of the Employee Retirement Income Security Act, featured panel discussions on the drafting of ERISA, court interpretations of the law, and discussions of what changes might still be needed to better protect employee benefit plan participants.

• [Learn About ERISA at 40 <http://links.govdelivery.com:80/track?type=click&enid=ZWfzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&113](http://links.govdelivery.com:80/track?type=click&enid=ZWfzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&113)

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Outreach on Home Care Rule

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A key priority for the Wage and Hour Division is to provide guidance to the regulated community about the department's home care rule prior to and after its Jan. 1 effective date. Deputy Administrator Laura Fortman, Assistant Administrator Michael Hancock, and Associate Solicitor Jennifer Brand gave a presentation at the Consumer Directed Personal Assistance Association of New York State Annual Conference in Troy, N.Y., on Oct. 22. Among the topics were guidance on joint employment and shared living, as well as technical assistance with respect to the Fair Labor Standards Act. "In implementing this rule, we are expanding basic FLSA protections for workers while also ensuring that people with disabilities and seniors continue to have access to critical community services," Fortman said. To date, the department has engaged 50 states in an unprecedented outreach effort.

- [Learn About the Home Care Rule <http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWIkPTEwMDEmc2VyaWFsPTE2OTIyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&115&&&http://www.dol.gov/whd/homecare/>](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWIkPTEwMDEmc2VyaWFsPTE2OTIyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&115&&&http://www.dol.gov/whd/homecare/>)

Civil Rights Act's Next 50 Years

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In celebration of the 50th anniversary of the Civil Rights Act, Women's Bureau program analyst Kelly Jenkins-Pultz joined a panel of experts to discuss issues critical to establishing the future platform for civil rights in California. During the California Association of Equal Rights Professionals' 35th annual training conference on Oct. 24 in Los Angeles, Jenkins-Pultz outlined the challenges facing women in the areas of pay, education, workplace flexibility and advancement into business or nontraditional occupations. Conference attendees participated in breakout sessions to develop policy recommendations to address

economic empowerment, education, women and the criminal justice system.

Labor Rights in Alaska

<http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdj5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&117&&&http://www.dol.gov/_sec/newsletter/2014/20141030-2.htm#Anchorage>

The Wage and Hour Division has signed an agreement of understanding with the Consulate of Mexico in Anchorage, Alaska, that aims to enhance labor rights protection, compliance and outreach. Wage and Hour Regional Administrator Ruben Rosalez and Consul Javier Abud Osuna formalized the agreement at a ceremony on Oct. 23. Approximately 21,000 Mexicans currently live and work in Alaska, twice as many as in 2000. "The commitment represented by this formal agreement will likely ensure a greater percentage of vulnerable workers in the Hispanic community of Alaska receive the federal protections of health, safety and wages in the workplace," Rosalez said.

#DisabilityEmployment

Posting in English and Spanish, staff from the Office of Federal Contract Compliance Programs and the Office of Disability Employment Policy joined an hour-long Twitter chat hosted by the Social Security Administration's Ticket to Work Program on Oct. 24. Nearly 140 advocates, employers and organizations tweeted about the department's Section 503 rule, what it means for employers and for Social Security disability beneficiaries, online resources and useful statistics. The chat also featured ODEP's new "Who I Am" public service announcement, emphasizing the many contributions people with disabilities make to the workforce. The online discussion generated nearly 750 public posts using the hashtag #DEChat and left more than 28,000 impressions on Twitter feeds that day.

- [Read the Conversation <http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdj5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&118](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdj5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&118)

<https://twitter.com/search?q=%23DEchat&src=typd>>
• [Watch the Video <http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&119&&&http://www.whatcanyoudocampaign.org/splash.php](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&119&&&http://www.whatcanyoudocampaign.org/splash.php)>

Protecting FMLA Rights

The first year of a multiyear Family and Medical Leave Act initiative focused on securing corporate-wide compliance of grocery store chains and area hospitals has been completed by the Wage and Hour division's Houston District Office. Investigations conducted during fiscal year 2014 found FMLA violations at each of the visited sites. Specifically, employers failed to provide notices on military family leave and airline flight crew eligibility, rights and responsibilities notices, designation notices and recordkeeping. All investigated employers agreed to remedy the violations and to comply fully with the FMLA, which would benefit approximately 10,700 affected employees. In the current fiscal year, the Houston office will focus on FMLA compliance in the restaurant and oil and gas industries.

Misclassification Initiative

http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTlwMTQxMDMwLjM3NjQxMDMxJm1lc3NhZ2VpZD1NREltUFJELUJVTc0yMDE0MTAzMC4zNzY0MTAzMSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2OTlyNDc2JmVtYWlsaWQ9bmlra2loYWxleUBnb3Yuc2MuZ292JnVzZXJpZD1uaWtraWhhbGV5QGdvdi5zYy5nb3YmZmw9JmV4dHJhPU11bHRpdmFyaWF0ZUIkPSYmJg==&&&120&&&http://www.dol.gov/_sec/newsletter/2014/20141030-2.htm#Murray>

Worker classification was part of the agenda at the Arizona Society of Certified Public Accountants' construction conference on Oct. 29. The director of the Wage and Hour Division district office in Phoenix, Eric Murray, addressed hundreds of accounting and business professionals about a local enforcement and outreach initiative designed to ensure that construction workers are not misclassified independent contractors or non-employees. Murray also discussed the Employee Misclassification Compliance Assistance Program, a pilot program that allows Arizona-based employers with no history of Fair Labor Standards Act monetary violations to self-report labor violations and quickly resolve wage