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HIRE A HERO PROGRAMS TAKE OFF

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For about a year, the U.S. Department of Labor has been pushing employers to participate in its "Hire a Hero" program. Aimed at employing the thousands of U.S. military veterans returning from war in the Middle East, the program has been adopted and implemented by some of America's best known employers.

Key among those is The Walt Disney Company. At its March 13, 2012 shareholder meeting, company president and CEO Robert A. Iger announced *Heroes Work Here*, a new program to hire, train and support returning veterans.

As part of the initiative, Disney will provide at least 1,000 jobs and career opportunities for returning U.S. veterans over the next three years, support military families and veterans during their transition into civilian life, and launch a national public awareness campaign to encourage all employers across the U.S. to hire veterans. You may have seen one of their many TV ads, announcing the program.

Disney is also investing in select non-profit organizations that provide training and other support services to veterans. You can learn more from the company's web site at <http://disneycareers.com/en/working-here/heroes-work-here>

Disney is not alone in this effort. Another rich example of a company putting its policy into practice comes from AlliedBarton Security Services. The company has been honored by the State of Missouri for hiring Missouri veterans as part of the state's Show-Me Heroes program. Nationally, AlliedBarton Security Services is one of G.I. Jobs' Top 100 Military Friendly Employers for 2012.

<http://www.alliedbarton.com/AboutUs/MilitaryFriendly.aspx>

According to the company, "Locally and nationally, through our partnership with a number of military assistance groups, we are committed to hiring high quality employees. Our nation's military personnel are well-trained, responsible and dedicated to serving their country and their communities."

For more information from the Department of Labor go to <http://www.dol.gov/vets>

OFCCP REQUESTS BUDGET INCREASE IN FY 2013

It's that time of year again...when the Administration submits its budget requests to Congress in hopes of having money to implement its plans for the future.

The Office of Federal Contract Compliance Programs (OFCCP) is only one of the agencies within the U.S. Department of Labor. Here is how their budget lays out over the period from 2011 to 2013. (In millions of dollars.)

	<u>2011</u>	<u>2012</u>	<u>2013</u>
Total Budget Requested	\$105,386	\$105,187	\$106,415
Total FTE Headcount	775	755	755

In its written justification for the request, it told Congress "This level of funding will provide OFCCP with the necessary resources to focus on three priority performance activities: (1) ensuring quality evaluations by compliance officers; (2) increasing the technical proficiency of OFCCP staff; and (3) expanding the knowledge base of workers and federal contractors."

According to the agency, the added funding for FY2013 would allow increased efforts to engage community-based organizations, provide worker education, and offer compliance assistance to federal contractors, particularly new and small contractors.

OFCCP told Bloomberg BNA, "(We have) accelerated deployment of a cloud-based Federal Contract Compliance System for internal case and content management that is expected to save approximately \$39 million over the course of 10 years."¹

At the same time, federal contract spending has remained fairly level. The Office of Management and Budget (OMB) reported that for "the first time in almost two decades...spending has either declined or remained unchanged for two years in a row."¹

By contrast, the Equal Employment Opportunity Commission (EEOC) requested \$360,000,000 and 2,354 FTE headcount for FY2013.²

¹Affirmative Action Compliance Manual™, Number 396, February 29, 2012, BloombergBNA, www.bna.com

² <http://www.eeoc.gov/eeoc/plan/2013budget.cfm>

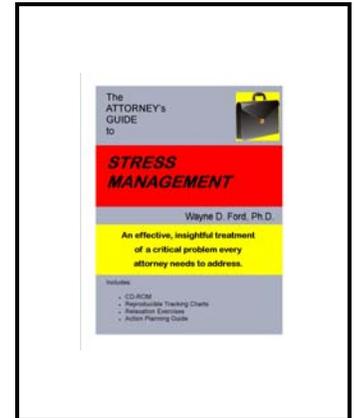
The complete
OFCCP budget
request can be
found at

<http://www.dol.gov/dol/budget/2013/PDF/CBJ-2013-V2-10.pdf>

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<http://www.management-advantage.com/products/lawstress-book.htm>



POTPOURRI

- **E-Verify Self Check Now Available Nationwide**

What began life as a voluntary program for employers has morphed into a requirement for all federal contractors required to have written affirmative action plans. Other state and local jurisdictions have placed similar requirements on their private sector contractors. Then, about a year ago, the U.S. Customs and Immigration Service (USCIS) began making the E-Verify system available for individuals to check their own personal records for employment eligibility information. Now, that individual access is available in all states and most all U.S. territories. To access the system, people need to have their Social Security Number and date of birth. The system will automatically run a check with the major credit agencies. If you have “frozen” your credit report because of identity theft of some other reason, you will not be able to obtain feedback from the self-check system. Access to credit reports is a requirement of self-check.

<http://www.uscis.gov/selfcheck>

- **Top 12 Best Companies for Hourly Workers**

Working Mother Media has again published its list of 12 “Best Companies for Hourly Workers.” The survey conducted by the Working Mother Research Institute, found that women at the winning companies earned 56% of all promotions from hourly non-manager to non-exempt manager positions. Winners included: Best Buy, Bon Secours Virginia Health System, Capital One Financial, Cricket Communications, Hilton Worldwide, Marriott International, PetSmart, Sodexo, Target, University of New Mexico Hospitals, University of Wisconsin Hospital and Clinics, and Valassis Communications.

<http://www.workingmother.com/best-companies/2011-best-companies-hourly-workers>

- **EEOC Commissioner Stuart J. Ishimaru Resigns**

Commissioner Ishimaru has announced he will resign at the end of April 2012. His term is scheduled to expire on July 1, 2012. He has served as a Democratic representative since 2003. He will leave two Democratic and two Republican representatives on the Commission.

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HOUSE COMMITTEE HEARING ON OFCCP PRACTICES

The House Education and the Workforce Committee held a hearing on April 18, 2012 to discuss how the Office of Federal Contract Compliance Programs (OFCCP) is conducting its compliance evaluations of federal goods and services contractors. Four people were present to testify before the Committee. One was the CEO of an association of the 300 largest federal contractors, another was the Director of HRIS at St. Jude Children's Research Hospital, another was the representative of a national women's organization and the fourth was a representative from a national employment law firm. Questions and comments from the Committee members contained thoughts that were divided along political party lines. Statements and responses from testifying panel members were soft, and sometimes off the point. St. Jude's representative, Ms. Bottenfield, Director of HRIS, said her organization spends nearly 500 work hours each year on AAP implementation efforts. That equates to about \$58,000 in terms of expense dollars. Their last audit was in 2009 and it lasted for 8 months. It cost 400 work hours worth \$37,000 over and above the amount of annual cost for affirmative action plan management. She concluded her remarks by saying the hospital is "not focused on providing a fair and diverse workplace but instead on surviving our next audit." She said there could be a great deal more equal employment opportunity and recruiting outreach conducted if they were permitted to redirect those dollars away from the "minutiae" of data tracking.

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