

Insights, News & Events

20-MINUTE WEBINAR: OFCCP KEY UPDATES

Webinar

Event

Sep 3, 2014

On September 3, 2014 Fisher Phillips' attorneys Cheryl Behymer and Celia Joseph presented information about OFCCP Key Updates.

[Click here to listen](#)

OFCCP Director Patricia A. Shiu stated during her August 8, 2014 speech at the Industry Liaison National Conference in Washington, D.C. that, "[i]n just the past five months, much has happened in the [Federal] contractor space." These changes include:

- New \$10.10 minimum wage-Executive Order 13658 (signed 2/12/14)
 - Raised minimum wage contractors must pay employees to \$10.10
 - For new contracts beginning January 1, 2015
- New Section 503 and VEVRAA regulations (eff. 3/24/14)
- Compensation: Non-retaliation and reporting-Executive Order 13665 (signed 4/8/14)
 - Contractor cannot prohibit employees' discussing or disclosing compensation
 - Contractors must collect and report summary compensation data

Related People



Cheryl L. Behymer

Senior Counsel

803.255.0000

- Proposed rules issued 8/8/14
- LGBT in the Workplace-Executive Order 13672 (signed 7/21/14)
 - Prohibits discrimination against applicants and employees based on sexual orientation or sexual identity
 - Requires affirmative action
 - Rules to follow
- "Fair Pay and Safe Workplaces"-Executive Order (signed 7/31/14)
 - Contractors must report labor law violations (over \$500,000 in contracts)
 - Arbitration restrictions (contracts exceeding \$1 million)
 - Rules to follow
- OFCCP Publishes FAQs on Employer-Employee Relationship (8/5/14)
- Compensation Data Collection and Reporting (published 8/8/14)
 - Proposed rule would require contractors to report summary compensation data as of December 31 each year
 - OFCCP would use to select audit locations