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Strategizing for

GOVERNMENT CONTRACTORS' GAME PLAN

Under the
New Administration

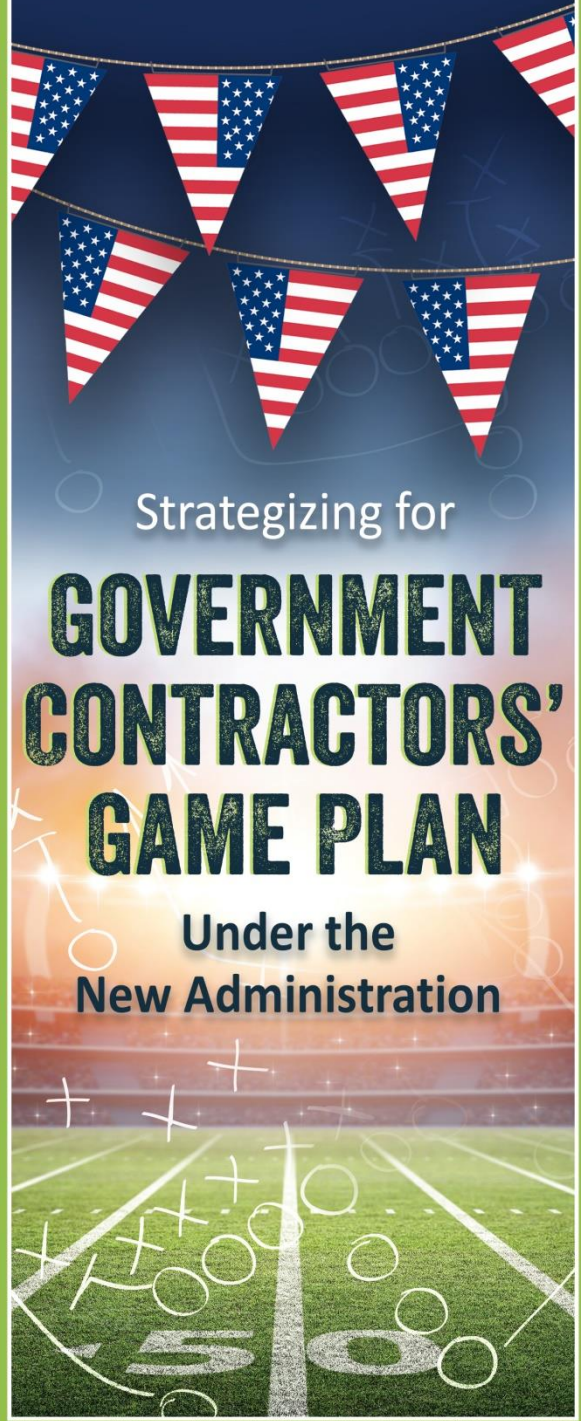


Labor and Employment Update

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Labor & Employment Update

- Obama-Era Executive Orders and Regulatory Actions
 - EO on Fair Pay and Safe Workplaces – “don’t let the door hit you”
 - Paid Sick Leave Final Rule
 - FLSA Final Rule
 - EEO-1 Report Revisions – compensation submission



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Labor & Employment Update

- New Regulatory Actions
 - “Hire American”
 - Stated purposes
 - Create higher wages and employment rates for workers in the United States
 - Prevent fraud and abuse in immigration system
 - Action – “ensure that H-1B visas are awarded to the most-skilled or highest-paid petition beneficiaries”
 - Davis-Bacon Act – rollback possibility?

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Enforcement Landscape

- Department of Labor
 - Alex Acosta Confirmed April 27
 - OFCCP
 - January 2017 – “Beat the Clock”
 - JP Morgan and Oracle – substantive complaints alleging systemic discrimination in pay
 - Google – “show cause” notice on production of data – focus on pay issues
 - Current audits
 - Joint Employer

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Enforcement Landscape

- EEOC
 - Subpoena fights
 - Potential shift from systemic to individual cases
- NLRB
 - Slower to change

Contacts / Questions

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