

BENEFITING YOU..

Why is an employer selected for an investigation?

The WHD conducts investigations for a number of reasons, all having to do with enforcement of the laws and assuring an employer's compliance. WHD does not typically disclose the reason for an investigation. Many are initiated by complaints. All complaints are confidential; the name of the worker and the nature of the complaint are not disclosable; whether a complaint exists may not be disclosed.

In addition to complaints, WHD selects certain types of businesses or industries for investigation. The WHD targets low-wage industries, for example, because of high rates of violations or egregious violations, the employment of vulnerable workers, or rapid changes in an industry such as growth or decline. Occasionally, a number of businesses in a specific geographic area will be examined. The objective of targeted investigations is to improve compliance with the laws in those businesses, industries, or localities. Regardless of the particular reason that prompted the investigation, all investigations are conducted in accordance with established policies and procedures

Investigation? Call BCG—we can help!

New Toolkit Helps Companies Hire More Veterans

A new employer toolkit is now available on the Labor Department's "America's Heroes at Work" website. Filled with useful information on hiring veterans, the free toolkit is designed to assist and educate employers who want to include veterans and wounded warriors in their recruitment and hiring initiatives. Featuring a straightforward six-step process, it pinpoints helpful tools and outlines important steps to take when designing a veterans hiring initiative. "The launch of this toolkit is especially timely given the October observance of National Disability Employment Awareness Month," said Kathleen Martinez, Assistant Secretary for Disability Employment Policy. "Disabled Veterans, including those experiencing 'invisible' wounds of war like traumatic brain injury and combat stress, are an important segment of the disability population that needs our support when transitioning to civilian employment." Visit www.americaheroesatwork.gov/forEmployers/HiringToolkit/ for more information.



Happiness is found through Thankfulness

I don't know if there is a way to go back to the simpler life; a time removed from anger and strife of today's world, a day of just being thankful to be together with caring folks, family and friends.

If there is a way to start - it's Thanksgiving Day.

Through my little girl eyes, Thanksgiving was Dad carving the biggest, turkey-bird ever seen.

"Drumsticks belong to the twins," Dad announced. My twin brother, Earl whispered, "We get the best part." Boy, did we ever feel special!

In a family of five kids and a Great Depression there was no such thing as "dibs" for special foods except Thanksgiving. In childlike focus "I got it" -- Thanksgiving Day is being thankful for a turkey leg, mashed potatoes and pumpkin pie. Of course!

Aunts, uncles, cousins, friends and dear Grandma, arrived all promising to get together more often next year - and seldom did. Our house was crowded and noisy, yet full of warmth that felt like one giant hug.

During the World War II years, families invited servicemen and women on holidays. Mother always found another plate and food.

She believed her faith in scripture, "Such as you do unto the least of these my children you do it unto me." Mom set a high standard to live by and I'm thankful.

The Pilgrims and Indians held their first unofficial dinner of celebration and thanks although, it was not until November 1, 1782 when the Continental Congress Thanksgiving Proclamation was written and the holiday became official.

The Proclamation reads in part; "Do hereby recommend to the inhabitants of these States in general, to observe and request the several States to interpose their authority in appointing and commanding the observation of Thursday the twenty-eight day of November as a day of solemn Thanksgiving to God for all his mercies."



Continued...

George Washington's 1789 Thanksgiving Proclamation reads in part; "Whereas both Houses of Congress have, by their joint committee, requested me "to recommend to the people of the United States a day of public thanksgiving and prayer, to be observed by acknowledging with grateful hearts the many and signal favors of Almighty God, especially by affording them an opportunity peaceably to establish a form of government for their safety and happiness:"

Now, therefore I recommend and assign Thursday the 26th day of November next ..."

Government formalized the practice started by Pilgrim leaders and the Wampanoag Indian Tribe in what is now the States of Massachusetts and Rhode Island. History questioned whether Pilgrims would have even survived beyond that first year if Indians had not taught them how to feed themselves.

Holidays alone can be one of life's very depressing experiences, especially at Thanksgiving and Christmas. Even the sounds and sight of people with family and friends celebrating is a hard one to swallow when you're alone.

No one should be alone Thanksgiving &/or Christmas, yet they are - right where we live. Gathering together renews strength and replenishes the soul.

So, one year I led a group that put together a Thanksgiving potluck dinner using the Masonic Lodge that the Mason's graciously donated.

One by one volunteers (on their own time) city employees, citizens, and business donors brought roast turkey/ham and all the trimmings. Those who would have been alone came -- young families, widows/widowers single folks, and couples left smiling. Volunteer's reward comes in knowing they made a "Happy Day" for someone.

So, I'll remember; the love and hope of that happy young father saying they're expecting a baby girl in March, recall raising my own babies and be so thankful for the amazing adults they've become, give thanks for many blessings, health, family, and friends - and for you who invite me into your home via these printed words, and for Times/News publisher/owner Jerry Robinson and his lovely wife, Elsbeth, for giving our communities this voice in print.

Maybe we can't get back those peaceful times. War seems inevitable and peace a dream far away.

Yet, we can know happiness is found being thankful, sharing our blessings, caring for others - and eating a cold Thanksgiving turkey sandwich before bedtime. It's pretty simple.

Earline Byers
The Highline Times

IN THE SPOTLIGHT

Electrical instructor Robert Ponzo is no stranger to overcoming disabilities. Ponzo underwent multiple surgeries and extensive physical therapy as a youth, but persevered to graduate with an electrical wiring certificate from New York's Delaware Valley Job Corps in 2000. However, a disabling back injury suffered on a construction site ended his promising electrician career. A mentor with the Home Builders Institute suggested that Ponzo use his skills to teach others, which led to his applying for a position at the Woodstock, Md., Job Corps Center. He recently celebrated his five-year anniversary as an instructor there. "I kept a mindset not to feel sorry for myself," Ponzo said of overcoming his disabilities which led to a job that he loves. "I realize I am changing young lives for the better every day."



The DOL Newsletter

Do you have an exceptional or inspirational employee? Nominate him or her for "In The Spotlight"! Your employee will receive a framed copy of their article as well as a gift for participating! Contact us today for more details.

Today's Thought:

"If you want to gather honey, don't kick over the beehive."

(Dale Carnegie)



BENEFITS CONSULTING GROUP

Established in 1994, the BCG team can provide you with products that are adaptive to your company's specific needs. We help reduce the administrative costs associated with contract compliance, and can help make your Federal Contracts profitable.

- ◆ Health & Welfare Benefits
- ◆ Affirmative Action Plans
- ◆ BCG HR Services



If you have any questions or concerns regarding worker classifications or any other Department of Labor compliance issue, please call BGC. We are here to help!

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