

Wage and Hour Presentation for ACICIEID

October 14, 2015

- WHD's role and responsibilities
- WHD's strategic enforcement approach
- Interim Report Section 14(c) themes

Wage & Hour Division (WHD) Mission

The Wage and Hour mission is to promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation's workforce.

- This includes: Federal minimum wage, overtime pay, recordkeeping, and child labor requirements of the Fair Labor Standards Act (FLSA)

Strategic Enforcement 101

- Enforcement
- Outreach
- Partnerships

Strategic Enforcement of FLSA

How does this affect the way WHD approaches 14(c)?

Themes from Interim Report

- Three recommendations deal with phase-out of 14(c)
- Four recommendations deal with reducing reliance on 14(c) certificates
- Five recommendations deal with improving oversight of 14(c) program

Are 14(c) certificates still necessary to prevent the curtailment of employment opportunities for workers with disabilities?

What alternative methods should we look for
when determining that a certificate is not
“necessary”?

Improving Oversight of 14(c) Program

How can WHD execute our responsibilities over this program as effectively/efficiently as possible?

ADDITIONAL QUESTIONS?