

TESTIMONY REFERENCES BY RALPH B. IBARRA PORT OF SEATTLE COMMISSION MEETING | JUNE 27, 2017

Introduction

These references are provided to underscore the observations and suggestions verbally given about Item No. 7a Port of Seattle's 2017 Affirmative Action Plan Briefing

Employment for Protected Veterans

Effective March 24, 2014, the United States Department of Labor Office of Federal Contract Compliance (OFCCP) Final Rule strengthens requirements for Federal Contractors and Subcontractors to recruit, hire, promote and retain "Protected Veterans": *"41 CFR Part 60-300 - Affirmative Action and Nondiscrimination Obligations of Contractors and Subcontractors Regarding Special Disabled Veterans, Veterans of the Vietnam Era, Disabled Veterans, Recently Separated Veterans, Active Duty Wartime or Campaign Badge Veterans, and Armed Forces Service Medal Veterans; Final Rule"*

About OFCCP

OFCCP evaluates the employment practices of over 4,000 Federal contractors and subcontractors annually, and investigates individual complaints. OFCCP also engages in outreach to employees of Federal contractors to educate them about their rights, and provides technical assistance to contractors on their nondiscrimination and affirmative action obligations. OFCCP estimates that their jurisdiction covers approximately 200,000 Federal contractor establishments, and an estimated 50,000 parent companies.

Unemployed Veterans

Although progress has been made in the employment of veterans, the number of unemployed veterans still remains too high and substantial disparities in unemployment and pay rates continue to persist, especially for some categories of veterans. The annual unemployment rate for post-September 2001 veterans, referred to as "Gulf War-era II veterans," is higher than the rates for all veterans and for nonveterans. Bureau of Labor Statistics data on the employment situation of veterans show that over 2.6 million of the nation's veterans have served during Gulf War-era II. Unfortunately, the unemployment rate for Gulf War-era II veterans is higher compared to nonveterans. Moreover, the unemployment rate for male Gulf War-era II veterans age 18 to 24 is consistently higher than the rate for nonveterans of the same age group

Employment for Individuals with Disabilities

Effective March 24, 2014, the United States Department of Labor Office of Federal Contract Compliance (OFCCP) Final Rule strengthens requirements for Federal Contractors and Subcontractors to recruit, hire, promote and retain "Individuals With Disabilities": *"41 CFR Part 60-741 - Affirmative Action and Nondiscrimination Obligations of Contractors and Subcontractors Regarding Individuals With Disabilities; Final Rule"*

Executive Summary

The Office of Federal Contract Compliance Programs (OFCCP) is a civil rights, worker protection agency which enforces one Executive Order and two laws that prohibit employment discrimination and require affirmative action by companies doing business with the Federal Government. Specifically, Federal contractors must engage in affirmative action and provide equal employment opportunity without regard to race, color, religion, sex, national origin, disability, or status as a protected veteran. Executive Order 11246, as amended, prohibits employment discrimination on the basis of race, religion, color, national origin, and sex. The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, prohibits employment discrimination against certain protected veterans.

Section 503 of the Rehabilitation Act of 1973 (section 503), as amended, prohibits employment discrimination against individuals with disabilities.

Employment discrimination and underutilization of qualified workers, such as individuals with disabilities and veterans, contribute to broader societal problems such as income inequality and poverty. The median household income for “householders” with a disability, aged 18 to 64, is substantially less when compared with a median income for households who do not report a disability. Controlling for age and race, workers with a disability, on average, earn less than private sector workers without a disability. Controlling for age and race, male workers with a disability earn substantially less than males without a disability, and the disability gap for females is also very high. Moreover individuals, ages 18 to 64, with a disability are twice as likely to be in poverty versus those individuals without a disability in poverty.