



August 2009

OFCCP ARRA Enforcement Plans

On February 17, 2009, the American Recovery and Reinvestment Act (ARRA) was signed into law by President Obama. The Recovery Act authorizes up to \$787 billion in Federal spending through September 30, 2010. Federal contractors receiving ARRA funds are subject to OFCCP evaluation to ensure their compliance with EEO laws and regulations. Accordingly, OFCCP has developed a plan to monitor these companies and institutions.

The majority of federal contractors to be audited will be recipients of funds for construction projects. OFCCP will also conduct compliance reviews of supply and service contract recipients.

OFCCP's goal is to increase contractor awareness of EEO laws and regulations. This will be done through Outreach and Enforcement Activities.

Enforcement Activities:

OFCCP plans to conduct about 360 construction and 90 supply and service reviews, targeting 10% of the reviews for first-time federal contractors. OFCCP has established separate scheduling procedures to provide for compliance evaluations for this group. The expected completion date is September 30, 2010. OFCCP expects to amend its current construction scheduling guidelines to ensure that priority is given to Recovery Action-related construction evaluations.

OFCCP will conduct a limited number of pre-award reviews of new supply and service contractors with contracts of \$10 million or more.

Outreach:

OFCCP will host 120 compliance events to educate interested parties about EEO requirements in federal contracts. The agency will host 9 national and 6 regional Webinars targeted to federal construction contractors and new federal contractors. Additionally, OFCCP will host 93 regional compliance events.

What to do if you are receiving or expect to receive ARRA funding:

- Make sure that your affirmative action plans are up-to-date. Focus on action plans and good faith efforts.
- Attend OFCCP's webinars and public forums in your area.
- Review your Human Resource policies and practices. For more sensitive analysis, meet with your legal counsel.
- Gerstco is an additional resource you can rely on. We can help.

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