



Past Compliance Future Compliance Breakfast Briefing

March 31, 2015

Firm Event

Minneapolis Office

500 IDS Center
80 South Eighth Street
Minneapolis, MN 55402

-OR-

St. Cloud Office

1010 West St. Germain Street
Suite 500
St. Cloud, MN 56301

Government contractors today are adjusting to increased enforcement activity in Minnesota and changing regulations and guidance at the federal level. Many recent changes to the regulations and guidance on the federal level have altered affirmative action requirements and timelines for contractors, including the recent regulations covering protected veterans and individuals with disabilities under Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA).

As of late, the Minnesota Department of Human Rights (MDHR) appears to be increasing its enforcement, particularly scrutinizing contractors' implementation of affirmative action plans. Past compliance is no assurance of future compliance, so it is imperative for contractors to evaluate their plans before a contract is on the line.

This briefing by the GPM Employment Law Team will update state and federal government contractors on recent changes in regulations, guidance, and enforcement, as well as recommended best practices and policies to avoid a noncompliance determination, a suspension of a certificate of compliance, or a potential bar from future government contract work. The presentation will cover:

- Recent compliance audit activity from the MDHR
- Recent proposed and final requirements and guidance from the OFCCP



- Requirements and timeline under § 503 and VEVRAA regulations
- Best practices in drafting and implementing a compliant affirmative action plan