

Secretary Hilda Solis  
U.S. Department of Labor  
200 Constitution Ave  
Washington, DC 20202

May 14, 2009

Dear Madam Secretary:

Welcome to the U.S. Department of Labor. We are relieved and pleased to have your leadership and we appreciate your solicitation of employee comments and input.

I write to express my concern over the dilemma in which the employees of the Office of Federal Contract Compliance Programs (OFCCP) find themselves after eight years of a withering assault on them and their agency.

I am an officer of the National Council of Field Labor Locals, the Union group that represents all field employees of the Department. My comments concerning OFCCP are mine alone, though they are informed by my Union work during which I routinely communicate with and represent employees who work for OFCCP.

There has been a fundamental breach of trust between OFFCP management and the employees of the agency. Employees have seen their agency curtail enforcement of vital parts of its program including:

- individual complaints of discrimination,
- disability discrimination,
- and discrimination against veterans.

Simultaneous with the curtailment of enforcement, OFCCP undertook a program of delegation and decentralization that predictably led to indecision and paralysis in many of the Regions. Without National and Regional leadership and clearly articulated policies and procedures, many OFCCP offices are adrift. When OFCCP attempts to reassert itself in these program areas and re-establish a chain of command, many rank and file employees in many Regions, on whom the success of the program will depend, will have a difficult time accepting redirection from the very same high level, regional managers largely responsible for destroying enforcement and creating the leadership vacuum during the last eight years.

In addition, OFCCP management has been highly uncommunicative and unresponsive to agency employee needs and employee rights. OFCCP employees were repeatedly told that agency staff was too large. Many



National Council of Field Labor Locals, AFGE/AFL-CIO

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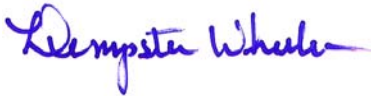
OFCCP employees have suffered EEO discrimination, discrimination for Union activity and a denial of their basic rights under our Agreement. Fear of the loss of employment has been used to intimidate and silence employees. It is not overly dramatic to suggest that in a number of Regions, there has existed a reign of terror. The labor/management relationship is a shambles. If OFCCP is to again become effective, communication channels must be opened and employee needs and rights must be addressed.

The Office of Federal Contract Compliance Programs needs:

- a redefinition of its mission.
- dynamic, new leadership that is attuned both the needs of the American public and to the needs and rights of its employees.
- a commitment to drastically improve its labor relations program.
- the staffing, resources and commitment to heal the wounds of a very dark period.

Once again, thank you for the opportunity to share my thoughts on these matters. If I can be of assistance in providing specific information relative to any of my comments, I would welcome the opportunity.

Sincerely,



Dempster Wheeler



Secretary Hilda Solis  
U.S. Department of Labor  
200 Constitution Ave  
Washington, DC 20202

August 17, 2009

Dear Madam Secretary:

On May 14, 2009 I E-mailed the attached letter to [secretaryhildasolis@dol.gov](mailto:secretaryhildasolis@dol.gov).

To date I have received no acknowledgement or response to that E-mail. Since it is possible that you did not receive my original E-mail and letter, please find copies attached.

Sincerely,

Dempster Wheeler

cc: Patricia A. Shiu  
Deputy Assistant Secretary Designate  
Office of Federal Contract Compliance Programs.

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**From:** Dempster Wheeler [mailto:[dwheeler@2519.org](mailto:dwheeler@2519.org)]  
**Sent:** Thursday, May 14, 2009 12:17 PM  
**To:** 'secretaryhildasolis@dol.gov'  
**Subject:** Comments and suggestion on OFCCP

Welcome to the Department. Thank you for soliciting input from the USDOL staff. Please find attached my comments regarding the Office of Federal Contract Compliance Programs.

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