

DEPARTMENT OF LABOR

Office of Federal Contract Compliance Programs

41 CFR Part 60-741

RIN 1250-AA02

Affirmative Action and Nondiscrimination Obligations of Contractors and Subcontractors Regarding Individuals With Disabilities

AGENCY:

ACTION:

SUMMARY:

<http://www.regulations.gov>

FOR FURTHER INFORMATION CONTACT:

SUPPLEMENTARY INFORMATION:

Background

Table A. Employment status of the civilian noninstitutional population by disability status and age, 2009 and 2010 annual averages, <http://www.bls.gov/news.release/disabl.a.htm>

DATES:

ADDRESSES:

• Federal eRulemaking Portal: <http://www.regulations.gov>

• Fax:

• Mail:

See

Federal Register
 http://www.regulations.gov.
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<http://www.spb.ca.gov/WorkArea/showcontent.aspx?id=5634>
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http://www.opm.gov/forms/pdf_fill/sf256.pdf

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www.sba.gov/advocacy/research/data.html#us

A Guide for Government Agencies: How To Comply With the Regulatory Flexibility Act.

Regulatory Flexibility Act and Executive Order 13272 (Consideration of Small Entities)

et seq.

Journal of Economic Literature, <http://www.wid.org/about-wid>

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1. The first part of the document discusses the importance of maintaining accurate records for the purpose of ensuring the integrity of the financial system. It emphasizes the need for transparency and accountability in all transactions, particularly those involving government funds.

2. The second part of the document outlines the specific requirements for record-keeping, including the need for detailed documentation of all receipts and expenditures. It also discusses the importance of regular audits and the role of independent oversight bodies in ensuring compliance with these requirements.

3. The third part of the document addresses the challenges faced by government agencies in implementing these requirements, such as limited resources and the complexity of the financial system. It offers suggestions for how these challenges can be overcome, including the use of technology and the establishment of clear lines of responsibility.

4. The fourth part of the document discusses the consequences of non-compliance with these requirements, including the potential for legal action and the loss of public trust. It also highlights the importance of ongoing education and training for government employees to ensure they are fully aware of their obligations.

5. Finally, the document concludes by reiterating the importance of maintaining accurate records and the need for continued vigilance in this area. It expresses confidence that the measures outlined in the document will lead to a more transparent and accountable financial system.

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Comparing incumbency to the goal:

Action-oriented programs.

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• 60-741.81

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TABLE 1 REPORTING, RECORDKEEPING, AND THIRD PARTY DISCLOSURE BURDEN

B	S	O	R	R
C... B EOC n) (4	60 741.5	10 H 20,175.
C... EEO (7 EOC) [N : B	60 741.5	5 14,273.		
C... EEO F OFCCP (.5) [N : B OFCCP]	60 741.5	5 14,273.		
C... (42) () [N : B OFCCP	60 741.42	5 14,273.		

TABLE 1 REPORTING, RECORDKEEPING, AND THIRD PARTY DISCLOSURE BURDEN

B	S	C	R	R
C (44)	60 741.44	60 171,275	
C (45)	60 741.45	30 85,638	
C (45)	60 741.45	5 143		
C (45)	60 741.45	15 42,819		
C (45)	60 741.45	5 14,273	
C (46)	60 741.46	5 14,273 60 171,275	30 85,638 S 271,186	
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T R P	53,352			
T	1,478,497			

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$M.P. \cdot 285,602 \cdot .52 \times \$50.07 = \dots\dots\dots$ $A.S.P. \cdot 285,602 \cdot .48 \times \$22.67 = \dots\dots\dots$ $O.P. \cdot C. (\dots\dots\dots)$	<p>\$7,436,048</p> <p>3,107,807</p> <p>0</p>
$T. = \dots\dots\dots$	10,543,855
$E.C. : \$10,543,855/171,275 = \dots\dots\dots$	62
$M.P. \cdot 1,192,895 \cdot .52 \times \$50.07 = \dots\dots\dots$ $A.S.P. \cdot 1,192,895 \cdot .48 \times \$22.67 = \dots\dots\dots$ $O.P. \cdot C. (\dots\dots\dots)$	<p>31,058,691</p> <p>12,980,606</p> <p>1,820,859</p>
$T. = \dots\dots\dots$	45,860,156
$E.C. : \$45,860,156/171,275 = \dots\dots\dots$	268
$M.P. \cdot 1,478,497 \cdot .52 \times \$50.07 = \dots\dots\dots$ $A.S.P. \cdot 1,478,497 \cdot .48 \times \$22.67 = \dots\dots\dots$ $O.P. \cdot C. (\dots\dots\dots)$	<p>38,494,739</p> <p>16,088,413</p> <p>1,820,859</p>
$T. = \dots\dots\dots$	56,404,011
$E.C. : \$56,404,011/171,275 = \dots\dots\dots$	329

Operations and Maintenance Costs

60-741.5		
60-741.42	60-741.44	60-741.44

TABLE 3 OPERATIONS AND MAINTENANCE COSTS

EO C	60 741.5	\$0
EO C	60 741.5	0
EO C	60 741.42	1,644,240
EO C	60 741.44	171,275
EO C	60 741.44	\$5,344
T. O&M C.		1,820,859

Type of Review:
 Agency:
 Title:
 OMB ICR Reference Number:
 Affected Public:
 Estimated Number of Annual Responses:
 Frequency of Response:
 Estimated Total Annual Burden Hours:
 Estimated Total Annual Burden Cost (Start-up, capital, operations, and maintenance): \$

Small Business Regulatory Enforcement Fairness Act of 1996

Unfunded Mandates Reform Act of 1995

Executive Order 13132 (Federalism)

Executive Order 13084 (Consultation and Coordination With Indian Tribal Governments)

Executive Order 13045 (Protection of Children)

Individual with a disability

Linkage agreement

[Illegible text]

Record of such impairment

Examples of predictable assessments.

Examples of predictable assessments.

Undue hardship In general.

Factors to be considered.

United States.

United States.

§ 60-741.3 Exceptions to the definitions of "disability" and "qualified individual."

Current illegal use of drugs In general.

Current illegal use of drugs In general.

"Drug" defined.

"Illegal use of drugs" defined. illegal use of drugs

"Illegal use of drugs" defined. illegal use of drugs

Construction. disability qualified individual



Duties of contracting agencies.

Limiting, segregating and classifying.

Contractual or other arrangements In general.

Contractual or other arrangement defined. contractual or other arrangement or relationship

Subpart B—Discrimination Prohibited

§ 60-741.20 Covered employment activities.

Application.

Qualification standards, tests and other selection criteria In general.

Standards, criteria or methods of administration.

Relationship or association with an individual with a disability.

§ 60-741.21 Prohibitions. discrimination

Disparate treatment.

Not making reasonable accommodation.

Qualification standards and tests related to uncorrected vision.

Qualification standards and tests related to uncorrected vision. This section covers the requirements for uncorrected vision, including the minimum visual acuity and field of vision. It also includes the procedures for testing and the consequences of failing the test.

Administration of tests.

Administration of tests. This section describes the methods for administering the vision tests, including the use of standardized charts and the role of the testing personnel. It also outlines the conditions under which the tests should be conducted.

Compensation.

Compensation. This section discusses the various forms of compensation that may be available to individuals who are unable to meet the vision requirements, including medical benefits and disability payments.

See

Reasonable accommodation to physical and mental limitations.

Harassment.

External dissemination of policy, outreach, and positive recruitment. Required outreach efforts.

all employment openings

except

<http://www.yourtickettowork.com/endir> and

<http://www.earnworks.com>

http://www.va.gov/landing2_locations.htm

http://www.nationalresourcedirectory.gov/employment/employer_resources

Suggested outreach efforts.

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§ 60-741.45 Reasonable accommodation procedures.

Development and implementation.
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Designation of responsibility.
[Faint, illegible text]

Dissemination of procedures.
[Faint, illegible text]

Required elements of reasonable accommodation procedures.
[Faint, illegible text]

Responsible official contact information.
[Faint, illegible text]

Requests for reasonable accommodation.
[Faint, illegible text]

Recurring requests.
[Faint, illegible text]

e.g.,
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Submission of request.
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Requests made by applicants.
[Faint, illegible text]

Written confirmation of receipt.
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Timeframe for processing requests.
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Delay in responding to request.

Description of process.

Supporting medical documentation.

Denial of reasonable accommodation.

Confidentiality.

Training.

§60-741.46 Utilization goals.

Goal.

Purpose.

Periodic review of goal.

Utilization analysis Purpose.

Grouping jobs for analysis.

Annual evaluation.

Action-oriented programs.

§60-741.47 Providing priority consideration in employment.

Subpart D—General Enforcement and Complaint Procedures

§ 60-741.60 Compliance evaluations.

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§ 60-741.48 Sheltered workshops.

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