

# NEW AFFIRMATIVE ACTION REGULATIONS

-- Breakfast Briefing --

Wednesday, April 23, 2014

8:30 a.m. Registration and Continental Breakfast; 9:00 a.m. – 10:30 a.m. Program

**WORCESTER COUNTRY CLUB\*, 2 RICE STREET, WORCESTER**

Cost: \$45.00 CMEA Members; \$65.00 Non-Members

**Program Leader:** Kimberly Klimczuk, Esq., Skoler, Abbott & Presser, P.C.



This program has been approved for 1.5 GENERAL recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at [www.hrci.org](http://www.hrci.org).

**The Office of Federal Contract Compliance Programs (OFCCP) has announced new rules regarding affirmative action programs for veterans and individuals with disabilities, as well as changes to data collection and self-identification procedures. The new rules are effective March 24, 2014, and contractors should take immediate steps to comply. If you are an employer with federal contracts or subcontracts, this program will help you understand your obligations under the new regulations and provide guidance on how to bring your existing plans into compliance.**

**This program will include information on the following changes:**

- Utilization goals for disabled individuals
- New self-identification requirements
- Required quantitative measurements and comparisons
- Benchmark requirements for veterans
- Specific language required in subcontracts
- New data collection requirements/best practices

**\*Please, no blue jeans. Cell phone use is not permitted inside the clubhouse but is OK in the parking area.**

Check our website [www.the-cmea.com](http://www.the-cmea.com) for a complete listing of our training programs and to register on-line.

**PRESENTER**

**Kimberly Klimczuk** joined Skoler, Abbott & Presser, P.C. in 2004 and concentrates her practice on labor law and employment litigation. Kimberly became a partner with the firm in 2011. She graduated from University of Pennsylvania and received her Juris Doctor from Duke University School of Law. Kimberly's experience includes negotiating collective bargaining agreements and advising on contract interpretation; and successfully defending clients in state and federal court and before administrative agencies in a variety of areas of employment law, including wage/hour law, discrimination, harassment, wrongful discharge, breach of contract, and workers' compensation claims. In addition, she has assisted employers in compliance matters involving the Office of Federal Contract Compliance Programs, and drafted numerous affirmative action plans for them. Kimberly is a frequent speaker for a wide variety of associations and organizations and is an active member of the Western Massachusetts community.

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**RETURN TO: CMIME, 257 TURNPIKE ROAD, SUITE 200, SOUTHBOROUGH, MA 01772 TEL. (508) 481-5244**

Please register the following for the **NEW AFFIRMATIVE ACTION REGULATIOINS** briefing on Wednesday, April 23, 2014. Please make check payable to CMIME.

NAME \_\_\_\_\_ NAME \_\_\_\_\_

NAME \_\_\_\_\_ NAME \_\_\_\_\_

\_\_\_\_\_  
Company Name Address

\_\_\_\_\_  
Authorized Signature Phone # E-mail

- CMEA member
- Non-members\*
- Bill Company P.O. # \_\_\_\_\_
- Check Enclosed
- Master Card  Visa

\*Must pay in advance of program Card # \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Name as it appears on card: \_\_\_\_\_

FAX REGISTRATIONS TO (508) 303-0810 or email to [cmeatraining@att.net](mailto:cmeatraining@att.net). CONFIRMATIONS WILL NOT BE SENT.

CANCELLATIONS received **ten days before the program date** are refundable. After that, cancellations are subject to the entire fee. Cancellations must be made **in writing** by faxing, mailing or emailing us at [cmeatraining@att.net](mailto:cmeatraining@att.net) Please note that if you do not cancel and do not attend, you are responsible for payment. Substitutions are accepted and encouraged.