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Mark A. Casso, Esq.
President

Construction Industry Round Table
8115 Old Dominion Drive, Suite 210
McLean, VA 22102

Phone: 202-466-6777
Email: mcasso@cirt.org

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The Honorable Darrell E. Issa
Chairman
U.S. House of Representatives
Committee on Oversight and Government Reform
2157 Rayburn House Office Building
Washington, DC 20515-6143

Dear Chairman Issa:

On behalf of the Construction Industry Round Table (CIRT), I would like to supplement our letter dated 06/01/12 regarding existing and/or proposed regulations that have or may negatively impact job growth in our industry.

Hiring Requirements

New rules are being proposed by the DOL Office of Federal Contract Compliance Programs (OFCCP), designed to have firms working on federal contracts hire veterans and people with disabilities at the same rate at which they apply for positions. However, DOL officials have *failed* to provide any data indicating that veterans or people with disabilities are being treated unfairly with regard to hiring.

OFCCP's proposed rules would establish utilization goals of 7.0% of each job category at each "establishment" for the employment of individuals with disabilities with a sub-goal of 2.0% for individuals with severe disabilities. While one may applaud the goal of increasing employment opportunities for disabled and veterans, the proposal, with goals that apply to *each and every job category* – would be extremely difficult & expensive to safely implement in the construction industry. It is difficult to imagine, for example, how individuals with severe disabilities could be safely included in a job category that consists entirely of laborers working on a job site.

The rules also require firms to meet sweeping new reporting requirements, establish formal partnership agreements with community outreach programs to help with recruiting, as well as put in place new training programs, among other costly new measures. If firms fail to meet the "goals" set out in the two proposed rules, they face federal audits and potential debarment from working on future federal contracts.

Construction firms already recruit and hire veterans (e.g., firms participate in the *Helmets to Hardhats* program) and people with disabilities. Firms have also created apprentice, safety and training programs designed to recruit and prepare people with disabilities.

With an unemployment rate of 14.2% (based on May 2012 data) in the construction industry – firms would be happy to be able to hire *anyone*. Adding the DOL regulatory burdens and quotas will not improve this dismissal picture – a robust economic recovery would.

Sincerely,

Mark A. Casso, Esq.
President