

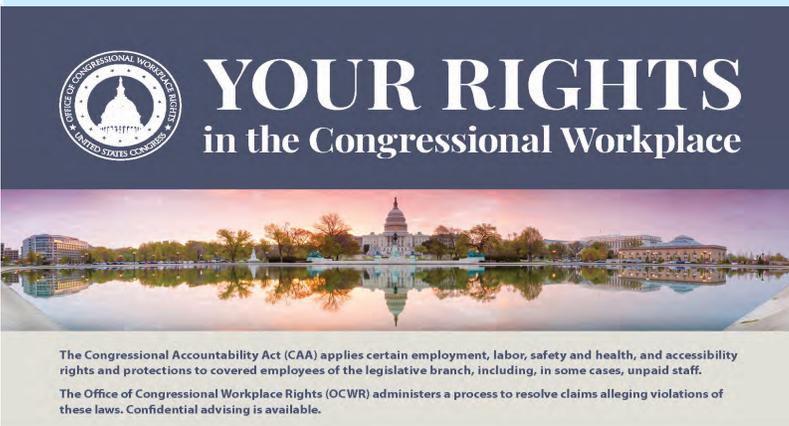


e-Newsletter

Information on workplace rights, safety and health, and accessibility in the legislative branch

New Congressional Workplace Rights Poster

The Office of Congressional Workplace Rights (OCWR) has redesigned the notice of congressional workplace rights and protections and is providing it to legislative branch offices for posting. The Congressional Accountability Act (CAA) requires offices, including district and state offices, to display a notice that describes the rights, protections, and procedures available to congressional staff concerning violations of the CAA, as well as the contact information for the OCWR.



Effective on December 20, 2021, the Fair Chance to Compete for Jobs Act of 2019 (FCA) will be applied to the legislative branch by the CAA. The FCA expands the protections of the CAA and prohibits employing offices from asking most job applicants about their criminal history prior to extending conditional offers of employment. 2 U.S.C. § 1316b (CAA SEC. 216b). **The FCA is included in the latest workplace rights poster from the OCWR.** Contact the OCWR for a poster, or go to ocwr.gov to download one.

January 27 Training on the CAA

Join us on January 27, 2022, at 12:00 pm for a pop-up training webinar on the CAA. This webinar will explain the OCWR's role in administering and enforcing the CAA; review the rights and responsibilities of covered legislative branch employees under the CAA; outline the OCWR's administrative dispute resolution process for resolving claims; and examine harassment, discrimination, intimidation, and reprisal, and the legal prohibitions on such conduct in the workplace. Preregistration for this webinar is recommended as certificates of attendance will be distributed after completion of the program.

Note: This training does not count toward the mandatory workplace rights training requirement for House Members, Officers, full-/part-time staff, interns, detailees or fellows.

Register for the webinar [here](#).

-  **Unlawful Discrimination & Harassment**
Prohibits harassment and discrimination in personnel actions based on race, color, national origin, sex, religion, age, or disability. 2 U.S.C. § 1311 (CAA SEC. 201)
-  **Family & Medical Leave**
Provides rights and protections for employees needing leave for specified family and medical reasons. 2 U.S.C. § 1312 (CAA SEC. 202)
-  **Veterans & Servicemembers**
Protects employees who are past or present members of the uniformed services from discrimination or retaliation and provides certain benefits and reemployment rights. 2 U.S.C. § 1316 (CAA SEC. 206)
The CAA also enhances access for eligible veterans to job opportunities and establishes a redress system if their veterans' preference rights are violated. 2 U.S.C. § 1316a (VEOA SEC. 4(c))
-  **Polygraph Testing**
Restricts the use and the results of polygraph testing. 2 U.S.C. § 1314 (CAA SEC. 204)
The OCWR provides staff with confidential advising services. To pursue a claim of violation of the CAA, an employee must first file a claim with the OCWR within 180 days of the alleged violation. Claims go through a preliminary review process and may go to a hearing on the merits, or the employee may file in federal district court. Mediation is also available to the parties.
-  **Retaliation**
Prohibits intimidation, reprisal, or discrimination against employees who exercise their rights under the CAA. 2 U.S.C. § 1317 (CAA SEC. 208)
-  **Fair Labor Standards**
Requires minimum wage and overtime compensation to nonexempt employees, restricts child labor, and prohibits sex-based wage differentials. 2 U.S.C. § 1313 (CAA SEC. 203)
-  **Genetic Information**
Prohibits the use of genetic information as a basis for taking a personnel action. 2 U.S.C. § 1302(c) (CAA SEC. 102(c))
-  **Mass Layoffs**
Requires that employees be notified of an office closing or of a mass layoff. 2 U.S.C. § 1315 (CAA SEC. 205)
-  **Fair Chance to Compete for Jobs**
Prohibits employing offices from asking most job applicants about their criminal histories prior to extending conditional offers of employment. 2 U.S.C. § 1316b (CAA SEC. 216b)

The OCWR also enforces the laws below. Contact us to learn more.

-  **Accessibility**
Members of the public who are qualified individuals with disabilities may not be denied access to public services, programs, activities, or places of public accommodation. 2 U.S.C. § 1331 (CAA SEC. 210)
-  **Collective Bargaining & Unionization**
Allows certain legislative branch employees the right to form, join, or assist a labor organization or to refrain from such activity. 2 U.S.C. § 1351 (CAA SEC. 220)
-  **Hazard-Free Workplaces**
Requires employing offices to comply with occupational safety and health standards and to provide workplaces free of recognized hazards. 2 U.S.C. § 1341 (CAA SEC. 215)

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