



e-NEWSLETTER

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



THE POWER OF PERSONAL RESILIENCE

The Office of Congressional Workplace Rights (OCWR) has developed a training module for covered legislative branch employees that explores the power of personal resilience when dealing with difficult situations. The training identifies what is meant by personal resilience, describes the barriers to resilience, explains why resilience is important in the workplace, and proposes strategies to improve resilience in individuals.

Please contact the OCWR's education and outreach team at ocwrtraining@ocwr.gov or call the OCWR to request a session for your office. Covered legislative branch employees may also register for a resilience pop-up webinar. For more information, see the link in the Training Corner below.

The Congressional Workplace Rights Poster

The Congressional Accountability Act (CAA) requires employing offices, including district and state offices, to display the rights, protections, and procedures provided by the CAA, as well as the contact information for the OCWR. This information is provided in the congressional workplace rights poster. In addition to describing the CAA protections, this notice describes the administrative procedures for resolving workplace claims under the CAA Reform Act.

The poster may be downloaded at ocwr.gov or contact the OCWR for a copy at (202) 724-9250. Hard copies are also available in the House (Longworth Room B-240) and Senate (Dirkson Room SD-B28) mailrooms.

The Congressional Accountability Act (CAA) applies certain employment, labor, safety and health, and accessibility rights and protections to covered employees of the legislative branch, including, in some cases, unpaid staff. The Office of Congressional Workplace Rights (OCWR) administers a process to resolve claims alleging violations of these laws. Confidential advising is available.

- 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 (CAA SEC. 403)
- Polygraph Testing**
Restricts the use and the results of polygraph testing. 2 U.S.C. § 1319 (CAA SEC. 209)
- 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. § 1303a (CAA SEC. 1003)
- Mass Layoffs**
Requires that employees be notified of an office closing or of a mass layoff. 2 U.S.C. § 1318 (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. § 1316a (CAA SEC. 206)

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.

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. § 1313 (CAA SEC. 203)
- 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. § 1321 (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. 29 C.F.R. § 1910 (CAA SEC. 303)

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TRAINING CORNER

The OCWR will be hosting pop-up training sessions on the Congressional Accountability Act (CAA) and Resilience. The CAA webinar will explain the role of the OCWR in administering and enforcing the CAA and review the rights and responsibilities of covered legislative branch employees under the CAA. The Resilience training will identify resilience and why it is important in the workplace. To register, click on the links below.

The Congressional Accountability Act: [February 21, 2023](#) | [March 21, 2023](#) | [April 18, 2023](#)

Resilience: [March 14, 2023](#)

Don't miss updates: e-Alerts, Twitter, and Instagram



OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS