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Region IV

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### Upcoming Events

- Agency Training—We depend upon the availability of HUD travel funds to conduct “on-site” training; however, the Office of Labor Relations will hold agency training during 2005, whether in your area or in Atlanta. Stay tuned for more information, and be sure to provide us with your current contact/ mailing address information so we can let you know about dates and places!
- Special Training—If your agency has any especially urgent need for labor standards training, please contact your HUD OLR Specialist.

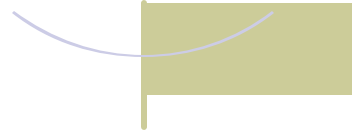
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U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

# Region IV Labor Relations News



## Enforcement Reports—a Semi-Annual Necessity

If nothing else, you’ll hear from the Office of Labor Relations (OLR) at least twice per year, in late September and late March, as we remind all agencies in the region to submit their Semi-Annual Labor Standards Enforcement Reports.

The reports are required by Federal Regulation at Title 29, Part 5.7. All Federal agencies administering programs subject to the Davis - Bacon and Related Acts and Contract Work Hours and Safety Standards Act must furnish a report twice per year concerning contract and enforcement activity to the Department of Labor. Therefore, HUD must collect certain information from your agency in order to capture the appropriate data for the report to the DOL.

Each report consists of two parts:

**Part I** concerns contracts awarded during the reporting period.

**Part II** concerns enforcement activity occurring during the reporting period for all contracts, regardless of the contract award date.

There are new forms, approved by OMB for this purpose. Please use them. Your Specialist may furnish you with an electronic version (MS Word™) of the form to enable submission of the report via Email.

Please maintain accurate records through the year so you can submit your report timely. And remember, the reminder we send is only that. You are responsible for submitting a timely and accurate report.



**Reporting Period I: October 1—March 31**

**Reporting Period II: April 1—September 30**

## OLR: What We Do

Many HUD programs include requirements for the enforcement of certain Federal prevailing wage laws on construction projects. The Office of Labor Relations is responsible for oversight in this area.

Our staff ensure that con-

struction laborers and mechanics working on covered projects are paid no less than the Federal prevailing wage rate for the type of work they perform. There are similar requirements for laborers and mechanics performing maintenance work for public housing authorities.

In addition to these enforcement activities, OLR staff work to support training and apprenticeship initiatives.

We support HUD’s employment and community empowerment objectives for low-income people through such innovative

(Continued on Page 2)

## Our Leadership

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**Dondra J. Merrell**  
Regional Labor Relations Officer

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### Atlanta Staff by State / Function

Dial 404-331-5001 + extension

**Alabama**  
Rhonda Lindquist x2585

**Caribbean**  
Leslie Gibson x2042

**Florida (South)**  
Steve Bales x2039

**Florida (North)**  
Ira Hawkins x2062

**Georgia**  
Melanie Dalton x2045

**Kentucky / & City of Atlanta**  
Tony Bacon x2046

**Mississippi**  
Patrick Richards x2710

**North Carolina**  
Ronnie Davenport x2047

**South Carolina**  
Debra Tilley x2003

**Tennessee (West)**  
Deborah Conyers x2044

**Special Projects**  
Bill Poythress x2546

**Program Support Assistant**  
Alfrieda Doe x2605

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### Field Staff by Location

**Jacksonville, Florida**  
Jennifer Kauntz (Jacksonville)  
904-232-1777 x2009  
**NE Florida & SE Georgia**

**Nashville, Tennessee**  
Joseph Purcell (Nashville)  
615-736-7000 x3124

**Middle & East Tennessee**

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## What We Do, continued

jobs programs as Step-Up and Youthbuild. These initiatives may also assist local agencies and contractors meet Section 3 employment goals.

We work with contractors, housing & community development industry groups, state & local agencies, and organized labor groups.

Labor Relations staff undertake investigations into suspected violations of prevailing wage laws, and may initiate action to withhold project funds to pay whatever wage restitution is ultimately found

due.

Finally, but not least, a major function of Labor Relations staff is to provide technical and practical support to State and local agencies administering HUD programs. We hold training seminars in each state and in Atlanta.



## ...And Why We Do What We Do

Here are the basic statutes and regulations governing labor standards:

### Public/Indian Housing

Section 12(a) of the U. S. Housing Act of 1937, as amended, for public housing, & Section 104(b) and 805(b) of the Native American Housing Assistance and Self-Determination Act of 1996, as amended, for Indian housing.

### PIH Regulations:

Modernization -  
**24CFR §968.110(e) and (f)**

Mixed finance -  
**24CFR §941.610(a)(8)(vi)**

PHA projects; preemption of higher State or local prevailing wage rates on development, maintenance and modernization - **24 CFR §965.101**

### Community Development Block Grant

Housing and Community Development Act of 1974, as Amended, Section 110

### CDBG Regulations:

**24CFR §570.603**

### HOME

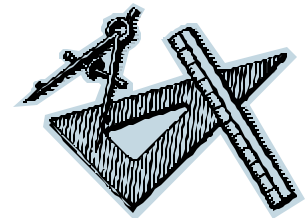
National Affordable Housing Act of 1990, Section 286

**Regulations: 24CFR §91.354**

Note the difference for the Public Housing statute & regulations. They include both Davis -Bacon requirements and requirements for maintenance work. PIH clauses require that all *maintenance* laborers and mechanics employed in the operation of housing projects be paid no less than the wage rates prevailing in the locality.

HUD, through the Office of

Labor Relations, determines or adopts the prevailing wage rates for public housing (subsequent to a determination under applicable State, local or tribal law).



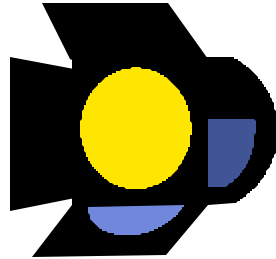
## Atlanta Staff Spotlight: Patrick Richards

Patrick Richards is the newest, and youngest, Labor Relations Specialist in Atlanta. Patrick has been with us since 2002. Prior to coming to the Atlanta HUD Office, Patrick worked in Washington, DC in the office of the Chief Information Officer.

Patrick is from Silver Spring, Maryland, but has called Atlanta home for about six years.

He attended Morehouse College in Atlanta, earning his BA in Political Science / Pre Law there in 2002. He is

currently working toward his JD/MBA degree at Georgia State University in Atlanta



while working in the Office of Labor Relations. As a Labor Relation Specialist in-training, he recently took on new responsibilities for labor

standards enforcement in the State of Mississippi.

He enjoys playing basketball, swimming and traveling, as well as reading (although we're not sure when he has the time).

## Where Are You, Mrs. Calabash?

We've pulled our mailing list and checked it twice, we haven't checked if you've been naughty or nice... but then, that's not part of our job, is it? But, we *would* like to have up-to-date information so that we can contact the right staff in your agency. Please take a moment and update your agency/address/staff information to help us serve you better!

- Agency Name**
- Agency Mailing Address**
- Agency Street Address**
- Agency Phone Number**
- Agency Director**
- Agency Labor Relations Officer (RLRO)**
- RLRO Phone Number**
- RLRO E-mail**

**CDBG Program Director**  
(for Block Grant Entitlements)

Send your updates to the OLR Specialist for your area. See page two for the list of Region IV Labor Relations staff.

## About This Publication

Newsletters are a great way to communicate, whether with employees, customers, constituents, or clients. If you are reading this, you are our client and we want to help you succeed in meeting the strict and sometimes arcane federal labor requirements that apply to the work you do.

The down side of newsletters is that someone has to come up with topics for articles, write informative text, make the layouts, get the newsletters in the mail, etc., etc.

The last time we in the Atlanta Office of Labor Relations tried this was in 1995, hence the subtitle on the masthead, "an intermittent publication." Great ideas are







sometimes difficult to implement well.

We won't promise an issue a month, or an issue a quarter. But we will strive to prepare and send this publication as needed in order to communicate important information to all of our client agencies in the Southeast. No HUD staff were harmed in the development of this newsletter.

## HUD Strategic Mission

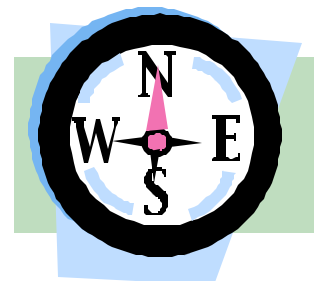
**Increase Homeownership, support community development, and increase access to affordable housing free from discrimination.**

## HUD Goals

-  Increase Homeownership Opportunities
-  Promote Decent Affordable Housing
-  Strengthen Communities
-  Ensure Equal Opportunity in Housing
-  Embrace High Standards of Ethics, Management, and Accountability
-  Promote Participation of Faith-Based and Community Organizations

*Reports show us the direction you are heading.*

*Please be timely!*



## Your Toolbox

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### Available to New Homeowners

An exciting new program is HUD's "American Dream Down Payment Initiative" (ADDI). For example, the State of Georgia, through its "Georgia Dream Homeownership Program," provides up to \$7,500 per homebuyer in down payment assistance. As ADDI follows the HOME program regulations, OLR looks forward to working closely with agencies administering ADDI to help develop job and apprenticeship opportunities, as well as to comply with any prevailing wage requirements.

Have you checked out the Office of Labor Relations on the HUD Website? You should. There you will find basic information concerning Federal labor standards policies, including policy documents, publications, official forms, and contact information. The site is located at [www.hud.gov/offices/olr](http://www.hud.gov/offices/olr).

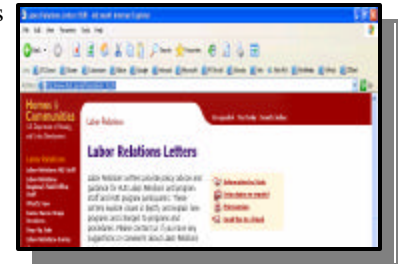
Of particular interest to all Public Housing Authorities are two recent policy documents: Labor Relations Letters, LR2004-01 & 2004-02. The former document addresses the administration and enforcement of prevailing wage rates determined or adopted by HUD. The Letter

provides guidance concerning recordkeeping requirements, labor standards clauses for routine & non-routine maintenance work, and requirements for PHAs to follow in conducting compliance monitoring of maintenance contracts. Labor Relations Letter LR2004-02 informs you about a variety of things PHAs don't have to do anymore! If you haven't already, check these documents out on the OLR Web site.

The OLR Web site includes all Labor Relations Letters, and it has many other useful



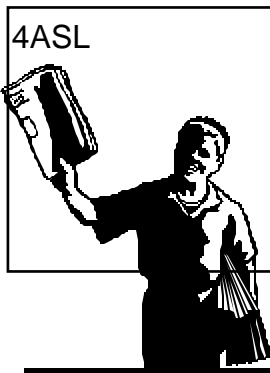
tools: fillable forms, Federal labor standards contract provisions, policy guidebooks, handbooks, apprenticeship & training information, and links to external sites, such as the U.S. Department of Labor Davis-Bacon Wage Decisions, and Federal Regulations.



[www.hud.gov/offices/olr/olr\\_lrl.cfm](http://www.hud.gov/offices/olr/olr_lrl.cfm)

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**ATTENTION:**

**LABOR RELATIONS OFFICER / DAVIS-BACON ENFORCEMENT**