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### Upcoming Events

- Agency Training— The OLR Web site now includes all training scheduled for client agencies and other clients. We do send out invitations, mass Emails and faxes to notify potential participants, but please check the site frequently, as there may be training available in a nearby state. The URL is: <http://www.hud.gov/offices/olr/olrtrainingssem.cfm>
- Special Training—If your agency has any especially urgent need for labor standards training, please contact your HUD OLR Specialist.

### Semi-Annual Labor Standards Enforcement Reports

It's that time again....

Please prepare and submit your reports for the period April 1—September 30 no later than Friday October 7th. Contact your OLR specialist if you have any questions.

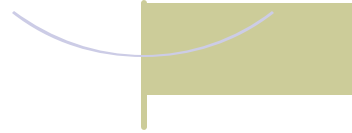
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U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

# Region VIII Labor Relations News



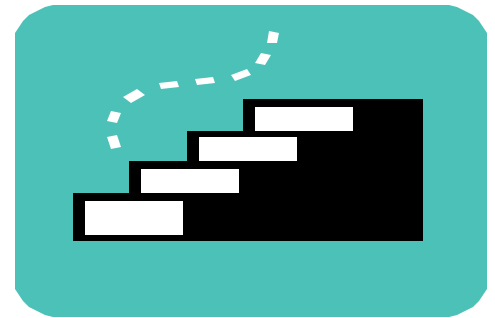
## Taking *Step-Up* a Step Further...

Developed in the early 1990s, the Step-Up Program is a national HUD initiative intended to provide public housing residents and other persons with low income an opportunity to acquire on-the-job training and employment opportunities in a variety of skilled trades. The initiative seeks to enhance employment prospects for individuals who otherwise would not qualify for formal apprenticeship programs.

Through cooperative agreements with the larger community to develop classroom and worksite learning opportunities, the program encourages the use of apprenticeship as a means of investing in human capital and helping to ensure long-term career opportunities for public housing residents and other persons with low incomes. Moreover, by increasing self-sufficiency for program participants, the program can enable individuals to obtain decent affordable housing, promote homeownership, and thereby strengthen communities.

It is hard to believe ten years have gone by since the first four Step-Up programs were developed and launched in the cities of Chicago, Ill; Huntington, W. VA; Phoenix, AZ; and Baltimore, MD, followed by the prototype program in San Antonio, TX. HUD's initiative launched a comprehensive collaboration effort with key federal agencies (DOL, DOJ, HHS), states and local governments, public housing authorities and their residents, as well as public/private interest groups, namely the National Association of Housing and Redevelopment Officials (NAHRO) and affiliates of the AFL-CIO.

Now, it is time to take on a new challenge, to create better opportunities for our low



income communities and residents. It is time to take advantage of the flexibility and innovation of the Step-Up program. It is time to assess the contributions of the initiative thus far, and to take it a step further by exploring additional apprenticeship/training opportunities outside the traditional trades and crafts of the construction industry.

To this end, Maria S. Ortiz has been designated the Labor Relations Coordinator for Apprenticeship and Training Opportunities in Regions IV and VIII. Her prime responsibility will be to evaluate employment and training programs throughout the Region, assess potential support for expansions of existing programs, and explore new avenues for training.

Because Step-Up is based on local decision-making in designing programs that meet local needs and conditions, Maria's job requires broad based support from you and your clientele. We look to you, our client agencies, to provide input, ideas and suggestions. Our success will be your success.

Ms. Ortiz can be reached at our Miami Field Office on (305) 536-4456 ext. 2293, or via email at [Maria\\_S\\_Ortiz@hud.gov](mailto:Maria_S_Ortiz@hud.gov).

## Office of Labor Relations

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## Does This Belong to You?

**Editors Note: The following story is true. The names of the innocent have been changed (except Melanie).**

Bob (the Builder) arrived home from work. What a lousy day! August in Miami is usually hot and humid, but today was unbearable. Work dragged on. The afternoon I-95 traffic was bad, so he got home late. The home AC was broken, and someone had stolen the paper - again. A bad day all around.

Bob checked the mail only to find a letter from the IRS. "Oh no, what in the world now?" he grumbled as he went to the fridge for a cool beverage. You guessed it! Nothing in the fridge to drink! Overwhelmed, Bob opened the letter. The letter said he had been underpaid while working on a HUD construction project, "Sweaty Palms." "Jeez," he thought. He worked on that job way back in 1985. The letter said to call Melanie Dalton in Atlanta with any questions and requested him to fill out a form and send it back to HUD.

"Yeah, I bet they have money for me," he thought. "Probably twenty seven cents; big deal!" Nevertheless, he called HUD. He was sure he was wasting his hard earned money on a wild goose chase. Besides, what government employee would be on the job after 5:00pm? Surprise! Melanie was at the office (OK, she was about to leave; preparing to play in Atlanta's notorious traffic) when the phone rang. Bob asked about the back wages.

Melanie asked Bob, "Are you



sitting down?" "No. Why?" came the quick reply. She explained to Bob that while working on a HUD FHA project in 1985, he had been paid less than the prevailing wages for the classification of work he was doing on the project. Bob was silent, he knew this much from the letter. "How much?" he asked. "Oh, that's the good part," Melanie told him. "You are going to receive **\$9,420.27!**" Hello? Hello? After five full minutes of screaming, yelling, and laughing, Bob regained his composure. Truly, this had been a very good day!

### Post Script

HUD has made it a priority to find workers for whom back wages have been held on FHA projects over the years. Although we have worked on this project steadily for years, we have really "taken it to a higher level" recently.

Since fiscal year 2000, HUD OLR staff has detected a total of **\$5,801,815.56** in wages due approximately **9,000** construction workers and housing authority maintenance staff.

To assist in outreach to find

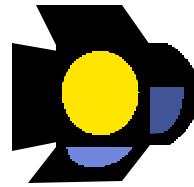
workers due back wages, HUD's Office of Labor Relations has created a Website devoted to identifying "unfound" workers. The database includes information about persons who have worked on HUD FHA projects and are due back wages.

Want to know more? Of course you do! Just go to the website at <http://www.hud.gov/offices/olr/uwsearch.cfm>. Workers may use the site to find out if they are due restitution. They need enter only the last name to search. After we verify the worker's identity, we will process payment. It's that easy!

**One more note.** Melanie is a Labor Relations Specialist in the Atlanta HUD office.



## Denver Staff Spotlight: Kamaria Taylor



Kamaria Taylor began her federal career with the Bureau of Reclamation in 1998, while attending the University of Colorado. She continued working while completing her Bachelor of Science degree in Business Administration – ultimately graduating from CU in 2000. Kamaria joined HUD October 2002, as a Labor Relations Specialist where she is responsible for customers in North Dakota, South Dakota, Utah, and Nebraska Indian Housing Authorities. Kamaria’s quiet confidence, friendly nature, and unassum-

ing demeanor have allowed her to excel in her duties at HUD. Outside of work, Kamaria can be found playing tennis (singles or doubles). In fact, Kamaria’s love of tennis earned her a scholarship to Alabama State University in 1996. She also loves dance, learning new and different styles of dance to include Caribbean, African, tap, ballet, and salsa. If work, tennis, and dance don’t keep her busy, Kamaria can be found photographing someone’s wedding or special occasion. She will also do portraits if you’re interested.

More than anything else, Kamaria loves to spend time with her husband, and her two babies - Jada 3, and Jack 11 months. Of course her babies are two very special and loving pugs. The next time you see her just ask to see pictures of Jada and Jack and Kamaria will pull out her cell phone where she has an entire slide show saved.

## Preserve America!

Preserve America is a White House initiative that encourages and supports community efforts to preserve and enjoy our priceless cultural and natural heritage. The goals of the initiative include a greater shared knowledge about the Nation's past, strengthened regional identities and local pride, increased local participation in preserving the country's cultural and natural heritage assets, and support for the economic vitality of our communities.



Signed by President Bush March 3, 2003, Executive Order 13287 complements the Preserve America initiative. The order establishes Federal policy to provide leadership in preserving America's heritage by actively advancing the protec-

tion, enhancement, and contemporary use of the historic properties owned by the Federal Government. The order also encourages agencies to seek partnerships with State, tribal, and local governments and the private sector to make more efficient and informed







use of these resources for economic development and other recognized public benefits.

Additional information on the Preserve America initiative can be found on the Web at [www.preserveamerica.gov](http://www.preserveamerica.gov), or you may contact the Advisory Council on Historic Preservation, Office of Preservation Initiatives at 202-606-8503. In addition, HUD has created written guidance regarding the use of HUD Community Development Block Grant funds for heritage tourism and community development. For additional information on using HUD resources to fund a Preserve America initiative please call your Community Planning and Development Representative in your local Field Office.

## HUD 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

## Section 3

Section 3 is part of the Housing and Urban Development Act of 1968. Its purpose is to ensure employment, training, contracting and other economic development opportunities for low income persons when federal dollars are expended. Federal law requires that “to the greatest extent feasible” at least 30% of all new hires should be Section 3 Residents.

Section 3 helps low-income residents gain the training, education and jobs needed to become self-sufficient.

HUD grant agreements and contracts require recipients to comply with the Section 3 requirements, which apply to the entire project or activity regardless of whether it is fully or partially funded by HUD.

To learn more about HUD and Section 3, contact your Fair Housing and Equal Opportunity representative in your local HUD office, or visit our website at <http://www.hud.gov>.



## Your Toolbox

### Partnership for Home Energy Efficiency

The Departments of Energy, Housing & Urban Development, and the Environmental Protection Agency are cooperating to provide Americans, including home-builders, with the latest home energy savings information on a Web portal.

For most owners and renters, utility bills are the second largest household expense. Housing affordability and energy efficiency go hand in hand. By reducing the price of utility bills, we reduce the cost of living for the nation's low and moderate income families.

For more information about the Partnership visit the Energy Savers website at

<http://www.energysavers.gov>.

or

<http://www.hud.gov/energy/>

### Wage Decisions on the Web

The Dept. of Labor is experiencing difficulties concerning the Davis -Bacon wage decisions accessible on the Web. Although you may continue to access wage decisions on the GPO Website, <http://www.access.gpo.gov/davisbacon/>, please note that greater accuracy may be achieved by browsing for decisions by State and County rather than by using the search feature. Some searches have resulted in incorrect wage decisions. Please be sure to scrutinize downloaded wage decisions to verify correct wage decision type and counties covered.

### Training Town Hall

The Office of Labor Relations wants your input to help us develop the training you seek. We have long held basic labor standards training classes, but we also have many colleagues out there who could use more in-depth courses. We want to provide such opportunities, and we want you to help in developing—and even participating in providing some of the training. We believe that your experiences, your stories, your challenges could benefit many other local and state agencies throughout the region. Look for more information soon about a 'town hall' event to kick off this new initiative. If you are

interested in working with us on developing training 'from the ground up' please call us.



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**Attention: Labor Relations Officer / Davis-Bacon Enforcement**

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