

Update: OFCCP's New Rules Become Effective March 24, 2014

September 25, 2013

PRACTICES Labor and Employment, Affirmative Action and OFCCP Compliance

As expected, the OFCCP published its new rules regarding veterans and disabled individuals in the *Federal Register* on September 24, 2013. As a result, the rules will go into effect 180 days later on Monday, March 24, 2014. Beginning that date, federal contractors and subcontractors must comply with most of the new rules' requirements. There is an exception, however, for contractors who have written affirmative action programs (AAPs) in place on March 24. Those contractors may delay their compliance with the affirmative action requirements of the new rules until the start of their next AAP year. As discussed in [our previous alert on these rules](#), contractors should nevertheless start preparing now since the rules require substantial changes to, among other things, employment policies, data collection procedures, recordkeeping processes, and contract language.

For more information, please contact the Haynes Boone attorney with whom you work or any of the following attorneys in the firm's [Labor and Employment](#) Practice Group: