

GOVERNMENT PRINTING OFFICE (GPO)

OVERVIEW

The Government Printing Office (GPO) prints, binds, and distributes the publications of the Congress, as well as the executive branch of the federal government. The Public Printer, who

ANTI-DISCRIMINATION LAWS

Substantive Rights

**UNIFORMED SERVICES EMPLOYMENT
AND REEMPLOYMENT RIGHTS ACT OF 1994
(USERRA)**

Substantive Rights

GPO is covered by the substantive provisions of USERRA, which apply throughout the federal

agency under the EPPA. However, extending the EPPA provisions of the CAA to cover GPO would impose no burden or inconvenience so long as the agency sees no need for the use of lie detector tests for employment purposes, but could protect employees should the agency ever

EVALUATION

The evaluation in the section of this study on GAO applies as well for GPO. In general terms, section 509(6) establishes a process under which a visitor, guest, or patron may pursue a complaint individually through an administrative complaints process administered by the agency and then, if not satisfied, may file a civil action in district court.

The CAA does not provide a visitor, guest, or patron of GPO the right to file a civil action or to pursue an administrative remedy on his or her own. Instead, the CAA adopts an enforcement-

printers, pressman, and bookbinders employed in the Government Printing Office shall be at the

Procedures

GPO employees may seek redress for violation of their FLSA rights through several administrative and judicial avenues:

Administrative

OPM's FLSA compliance process and general claims settlement authority. As more fully described in the section of this study on GAO, employees of GPO who allege violation of their FLSA rights may apply to OPM under its statutory responsibility to receive and settle federal

The FLSA also provides that the court shall allow reasonable attorney's fees.¹

EVALUATION

GPO is subject to the same FLSA provisions, regulations, and procedures as is the GAO, and the

service law to the MSPB,¹ and could argue that the adverse action violated the FMLA and should be reversed.²

Judicial

As discussed in the context of GAO, the civil service remedies and relief available under civil service law in a case of an FMLA violation are less protective of employee rights than those under the CAA and under private sector law.

of Compliance Board, but the General Counsel of the Office of Compliance has no investigatory or prosecutorial authority in EEO cases.

Judicial

Procedures

days of the alleged act. The EEO Service provides counseling to the complainant and offers voluntary mediation at the option of the complainant.¹

pay, or other injunctive relief.¹ In addition, in a case under Title VII or the ADA, compensatory damages may also be available for intentional discrimination,² and in a case under the EPA, double damages may be available as liquidated damages, unless the employer shows that its act or omission was in good faith.³

¹ In case of a violation of Title VII or the ADA, the following relief may be available to a GPO employee: Enjoining unlawful employment practices, ordering that such affirmative steps be taken as may be appropriate, including reinstatement or hiring, with or without back pay, or any other equitable relief as may be deemed appropriate. Interest may be awarded to compensate for delay in payment. *See* 42 U.S.C. 2000e-5(g); 42 U.S.C. 2000e-16(d); 42 U.S.C. 12209(5). In case of a violation of the ADEA, the relief available to a GPO employee is such legal or equitable relief as will effectuate the purposes of the ADEA. 29 U.S.C. 633a(c). In case of a violation of the EPA, a GPO employee may recover any amount withheld from an employee in violation of EPA requirements. 29 U.S.C. 216(b).

² 42 U.S.C. 1981a affords compensatory damages for intentional discrimination in violation of Title VII or the ADA. In such a case, compensatory damages for future pecuniary losses, emotional pain and suffering, and other nonpecuniary losses are capped at no more than \$300,000.

³ *See*

obtained in the United States Court of Appeals for the Federal Circuit.¹ GPO has also established a process for handling and resolving complaints of discrimination, and a general administrative grievance procedure under which non-members of bargaining units may present other kinds of grievances to GPO management.²

¹ *See* 5 U.S.C. 7121(f).

² *See*