

George E. Chaffey

Shareholder

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Focus Areas

Affirmative Action/OFCCP Compliance

Overview

George E. Chaffey has more than 25 years of experience preparing and reviewing employers' affirmative action plans and assisting government contractors with hundreds of audits, including glass ceiling audits by the Office of Federal Contract Compliance Programs Practice. He regularly advises clients on:

- OFCCP jurisdiction
- Compensation discrimination
- Alleged single employer status
- EEO-1 and VETS-100 reporting
- Issues that arise from obligations under OFCCP regulations

He has particular knowledge and experience with Executive Orders and all laws and regulations administered and enforced by the OFCCP.

George also advises employers in a range of employment and labor issues, including wrongful termination claims and discrimination suits. He conducts and reviews statistical analyses of employment activity data, analyzes compensation reports and multiple regression analyses, and reviews and critiques diversity programs for the entire spectrum of government contractor clients, including:

- Manufacturing
- High tech
- Transportation
- Construction
- Staffing

- Electronics
- Finance
- Education
- Recreation
- Oil and gas
- Non-profits
- Energy
- Municipalities
- Professional services

Additionally, George is a frequent speaker before business and professional associations, including at Rotary Club conferences, where he provides training for future club presidents and district governors in the western United States and Canada. After joining the Littler's San Francisco office, George became a founding member of the firm's Walnut Creek office, established in 1986. He is founder and former chair of the firm's Office of Federal Contract Compliance Programs Practice Group.

Prior to joining Littler, George was an instructor of law at Grimes School of Law, University of Liberia in Monrovia, Liberia. He also served as the executive director of a county-wide legal services program in the San Francisco Bay Area. In his free time, he flies a classic 1948 Luscombe stick and rudder airplane.

Professional and Community Affiliations

- Member, Contra Costa County Bar Association
- Leadership Trainer, United States and Canada, Rotary International
- World President, International Fellowship of Flying Rotarians, 2020-2022
- Former Chair, Law Practice Management Section, State Bar of California
- Former District Governor, Northern California District, Rotary International

Recognition

- Named, Recommended Lawyer, Workplace and Employment Counseling, *Legal 500 United States*, 2016

Education

J.D., University of California, Berkeley, School of Law, 1966

B.S., University of California, Berkeley, 1963

Bar Admissions

California

Languages

Spanish

Publications & Press

Littler Ranks in The Legal 500 United States Guide

Littler Press Release

June 20, 2016

OFCCP Announces Regulatory and Enforcement Initiatives in FY 2012 Budget Justification

Littler Insight

February 16, 2011

Important EEO Data Filing Deadlines Are Fast Approaching

Littler Insight

July 30, 2008

New EEO-1 Rules

Littler Insight

September 12, 2007

OFCCP Issues Final Veterans Regulations for Government Contractors

Littler Insight

August 9, 2007

OFCCP Issues Final Guidance on Standards for Investigating Systemic Compensation Discrimination and Conducting Self Audits of Contractor Compensation Systems

Littler Insight

June 16, 2006

Employers May Not Use Affirmative Action Goals to Justify Hiring Preferences

Littler Insight

May 26, 2006

UPDATE: New Applicant Rule & New OFCCP Audits Are Coming!

Littler Insight

February 1, 2006

Beware Misleading and Overbroad EEO-1 Filing Requirements

Littler Insight

September 7, 2005

Speaking Engagements

Federal Contractor Roundtable

2019 Littler Executive Employer Conference, Phoenix, AZ

May 8, 2019

OFCCP's Final Regulations for Veterans and Individuals with Disabilities

March 18, 2014

OFCCP Final Veterans and Disabilities Regulations

October 22, 2013

OFCCP Final Veterans and Disabilities Regulations

October 14, 2013

Spotting The "Accidental" Government Contractor — How To Determine If You Are At Risk Before A Surprise Government Audit Occurs

February 6, 2013

A Littler OFCCP Webinar Series

March 2, 2010