



Commissioner Brad Avakian
Bureau of Labor and Industries

COMMISSIONER'S MESSAGE – June 9, 2010

Dear Friends:

June is an exciting month, fraught with some anxiety. College and high school graduations highlight the energy and optimism that fill us as we look to the future, even as we feel some regret about times changing and certain parts of our lives ending. It is, I think, the most appropriate time of year for us to embrace the enormous potential that lays in Oregon's future. That potential is renewed each year as another crop of Oregonians step up as members of our communities. That potential gives us the appropriate perspective for dealing with challenges that may seem, in a more immediate context, overpowering.

We face clear challenges as Oregonians right now. We all appreciate the struggles of the economy, and see how that's translating to reduced funding for state services. State agencies have submitted their budget reduction plans, preparing to cover a loss of 9% of state General Funds for every agency for the next year. In BOLI's case, through a combination of careful management and plain good fortune, that won't mean lay-offs. Other agencies each have specific plans to deal with their particular circumstances, but it's almost certain that some state employees will be laid off and that Oregonians will see less service and slower service as a result. For now, to rebalance the budget, we will all do what we have to do.

While we will do all we can to ease statewide financial struggles, we will also remain focused on our mission: to ensure equality for all Oregonians. This means combating incidents like those in [Portland](#) and [Corvallis](#) in late May where Oregonians were attacked by assailants spewing anti-gay slurs. I appreciate the local law enforcement authorities stepping up, in both cases, and supporting the victims as best they can. Unfortunately, there is a larger social issue underlying these assaults that criminal law alone will not resolve.

The role of local police and district attorneys is one piece of our united effort to prevent these senseless acts from occurring in our communities. The Oregon Council on Civil Rights, the Oregon Advocacy Commissions, and all of the allies and supporters of great organizations like Basic Rights Oregon and the Q Center of Portland also have a very important role: building community, bridging divides and fostering the spirit of unity that we all value.

BOLI also has a role, as the only state agency with authority to ensure equal access to public accommodations in Oregon. We are implementing the most effective ways to utilize the authority of the Labor Commissioner to defend Oregonians' civil rights against the groups and individuals who want to trample or ignore those rights and making a firm commitment that no Oregonian will be denied equal access to public accommodations.

If you have thoughts to share on any of these topics, I would be happy to hear them.

Sincerely,

A handwritten signature in blue ink that reads "B. Avakian".

Brad Avakian
State Labor Commissioner

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June 21: Avakian to Join Komp Town Hall on Jobs

Join Commissioner Avakian and State Representative Betty Komp (D-Woodburn/NE Salem) for a candid discussion of the number one issue in Oregon: jobs and the economy. The June 21st town hall meeting in Salem will feature Rep. Komp sharing her plan to stimulate job growth and reinvigorate Oregon's economy. Comm. Avakian will discuss a key engine for short- and long-term economic growth: a revitalized workforce development system. Both will be open to questions from the community.

Who: Commissioner Avakian and State Rep. Betty Komp
What: Town hall meeting on jobs and the economy
When: Monday, June 21; 6:30-8pm
Where: Room AB of the 50+ Senior Center
2615 Portland Rd. NE Salem, OR

Technical Assistance Seminars Schedule Finalized

The Technical Assistance for Employers program (TA) offers a variety of training seminars for Oregon employers, supervisors, managers, and human resource professionals. Technical Assistance trainers work closely with bureau enforcement divisions to provide educational seminars that cover the latest developments in employment law. BOLI seminars are acclaimed as an effective and proactive way to help keep any organization in compliance with labor laws -- and out of court.

The TA seminars reflect BOLI's commitment to support employers throughout Oregon, and will be held in various cities, including: Medford, Pendleton, Eugene, Bend, and Tillamook. The new schedule is now posted online, detailing all seminars for the remainder of 2010. These great opportunities will allow employers to ask questions, and remain up-to-date on current employment laws. Certain professionals are also eligible for continuing education credits for certain TA seminars.

To see the full schedule, visit: http://www.oregon.gov/BOLI/TA/T_SEM_Taseminar.shtml

July 1: Free Employer Seminar on Newest Employment Laws

Get the latest info on employer responsibilities directly from Oregon's employment law enforcer

On June 1, Commissioner Avakian announced the filing of final administrative rules to implement restrictions on the use of credit history information by current or prospective employers, as enacted by the legislature earlier this year in Senate Bill 1045: The Job Applicant Fairness Act. During the legislative process, concerns were raised about making the law effective on July 1—giving the enforcement agency only four months to conduct a formal rulemaking. The state Civil Rights Division, part of BOLI, completed the rulemaking in three months and will now partner with BOLI's Technical Assistance for Employers Program to raise awareness of the new law and administrative rules.

WHO: Oregon employers potentially impacted by limitations on credit history use.
WHAT: Free informational seminar, covering SB 1045 and other recent law changes.

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WHEN: Thursday, July 1, 2010 at 9am; repeat session at 10:30am.
 WHERE: Conf. Room 1A, Portland State Office Building, 800 NE Oregon St. in Portland

The seminar is free and no registration is required. Employers who cannot attend the sessions on July should direct questions to the Technical Assistance for Employers hotline at 971-673-0824.

July 7: Filing an Effective 3rd Party PWR Complaint

For individuals interested to learn about the enforcement process in prevailing wage rate (PWR) cases, BOLI's PWR Unit is offering a special, free seminar on July 7th. The seminar will include a general education about prevailing wage rate law in Oregon, an overview of a typical PWR investigation, tips on how to file a complaint and information about the types of evidence BOLI needs to initiate an investigation and take enforcement action.

WHO: Expert PWR trainer Susan Wooley
 WHAT: Free informational seminar, covering PWR law and 3rd party complaint filing
 WHEN: Wednesday, July 7, 2010; 9-11am
 WHERE: SheetMetal Training Center at 2379 NE 178th Ave. in Portland

The seminar is free and no registration is required. Questions about the seminar can be directed to Susan Wooley at 971-673-0853.

Upcoming BOLI Events

Date	Event Type	Location	Subject	Contact
June 16	TA Seminar	Chemeketa Comm. College	Wage and Hour Laws	TA Program @ 971-673-0825
June 17	OSATC Mtg.	Deer Ridge Correctional Inst. in Madras	Quarterly State Apprenticeship Council Meeting	AT Division @ 971-673-0760
June 23	TA Seminar	Lane Comm. College	Payroll Issues	TA Program @ 971-673-0825
June 29	TA Seminar	Portland State Office Bldg.	Documentation, Discipline and Discharge	TA Program @ 971-673-0825
July 1	Special Seminar	Portland State Office Bldg.	Senate Bill 1045 and other recent law changes	TA Hotline @ 971-673-0824
July 14	PWR Seminar	Portland State Office Bldg.	Prevailing Wage Rate Laws for Contractors	PWR Unit @ 971-673-0838
July 15	TA Seminar	Salem TBA	Payroll Issues	TA Program @ 971-673-0825
July 19 & 20	TA Seminar	Portland State Office Bldg.	Employee Supervision: A 2 Day Basic Training	TA Program @ 971-673-0825
July 19	TA Seminar	Eugene TBA	Wage and Hour Laws	TA Program @ 971-673-0825

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Date	Event Type	Location	Subject	Contact
July 22	OCCR Mtg.	Portland State Office Bldg.	The Co-Chairs are developing the agenda	Civil Rights @ 971-673-0764
July 27	TA Seminar	Portland State Office Bldg.	Employer's Guide to Civil Rights & Workplace Harassment	TA Program @ 971-673-0825
Aug. 3 & 4	TA Seminar	Bend TBA	Leave Laws in Oregon: A 2-Day Training	TA Program @ 971-673-0825
Aug. 4	PWR Seminar	ODOT HR Trng. Center in Salem	Prevailing Wage Rate Laws for Contractors	PWR Unit @ 971-673-0838
Aug. 10	TA Seminar	Portland State Office Bldg.	Leave Laws in Oregon	TA Program @ 971-673-0825
Aug. 10	PWR Seminar	Portland State Office Bldg.	Prevailing Wage Rate Laws for Contractors	PWR Unit @ 971-673-0838
Aug. 11	TA Seminar	Tillamook TBA	Effective Supervisory Practices	TA Program @ 971-673-0825
Aug. 18	TA Seminar	Salem TBA	Recordkeeping Requirements	TA Program @ 971-673-0825
Aug. 24	TA Seminar	Eugene TBA	Employer's Guide to Civil Rights & Workplace Harassment	TA Program @ 971-673-0825
Aug. 24 & 25	TA Seminar	Medford TBA	Leave Laws in Oregon: A 2-Day Training	TA Program @ 971-673-0825
Aug. 26	TA Seminar	Roseburg TBA	Wage and Hour Laws	TA Program @ 971-673-0825
Aug. 26	TA Seminar	Portland State Office Bldg.	Wage and Hour Laws	TA Program @ 971-673-0825

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