

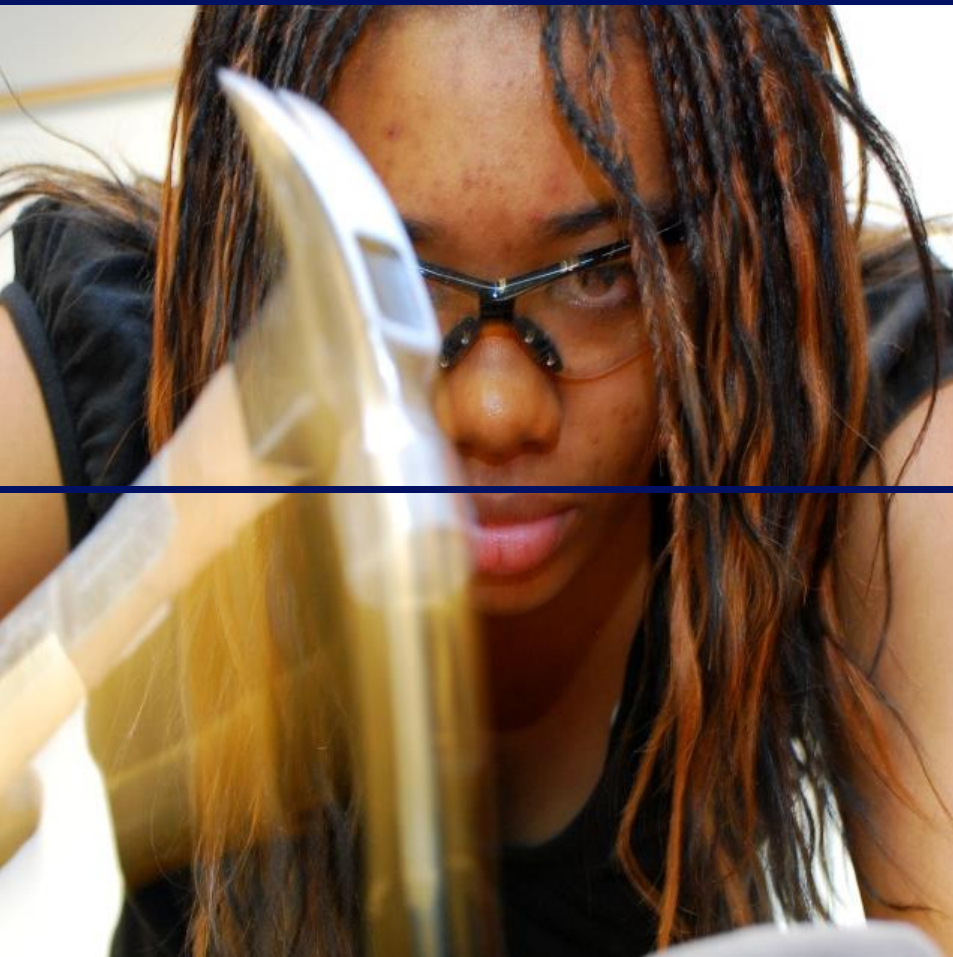


February 2015

Bureau of Labor and Industries

Brad Avakian, Commissioner

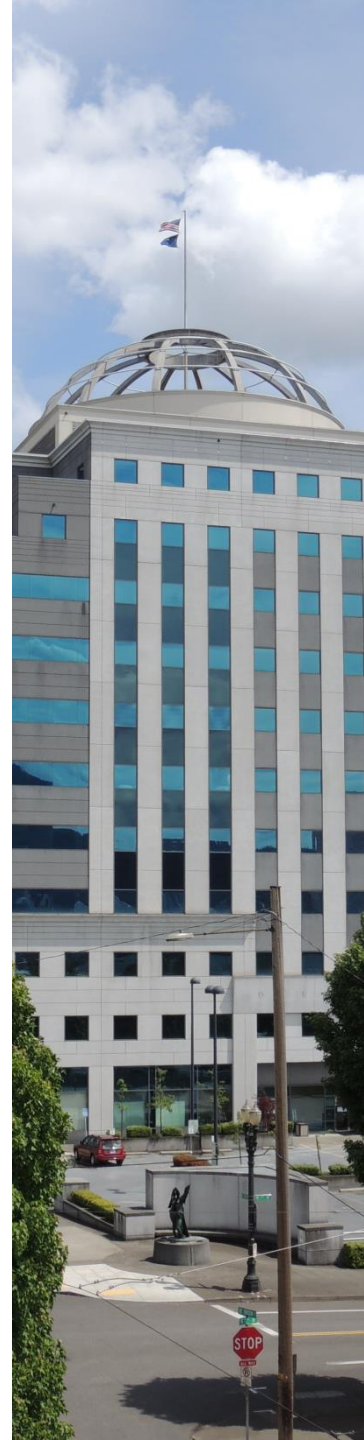
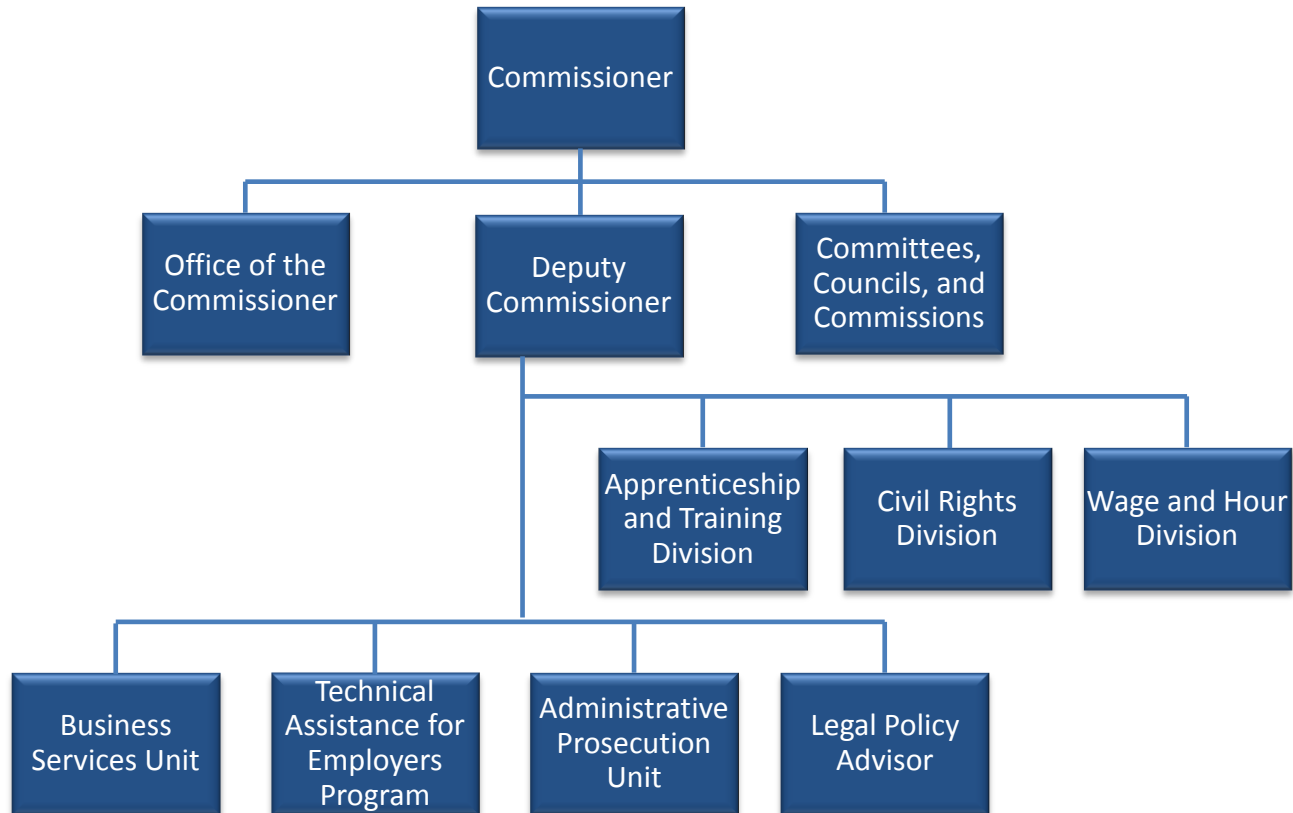
Agency overview



The Bureau of Labor and Industries protects Oregon workers, serves as a resource for Oregon employers, and strengthens our state's economy through skills training and leading edge workforce development.



Organizational chart

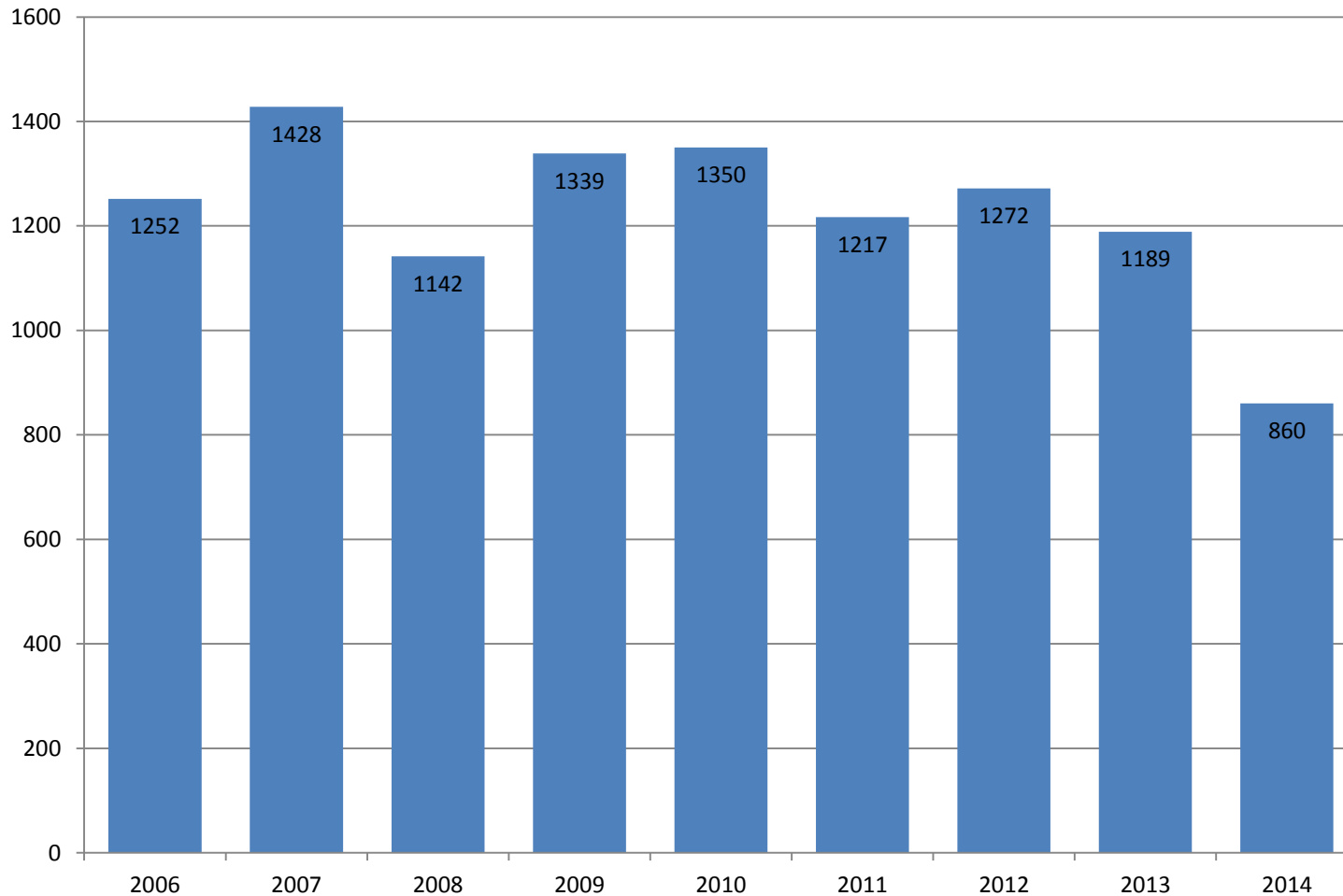




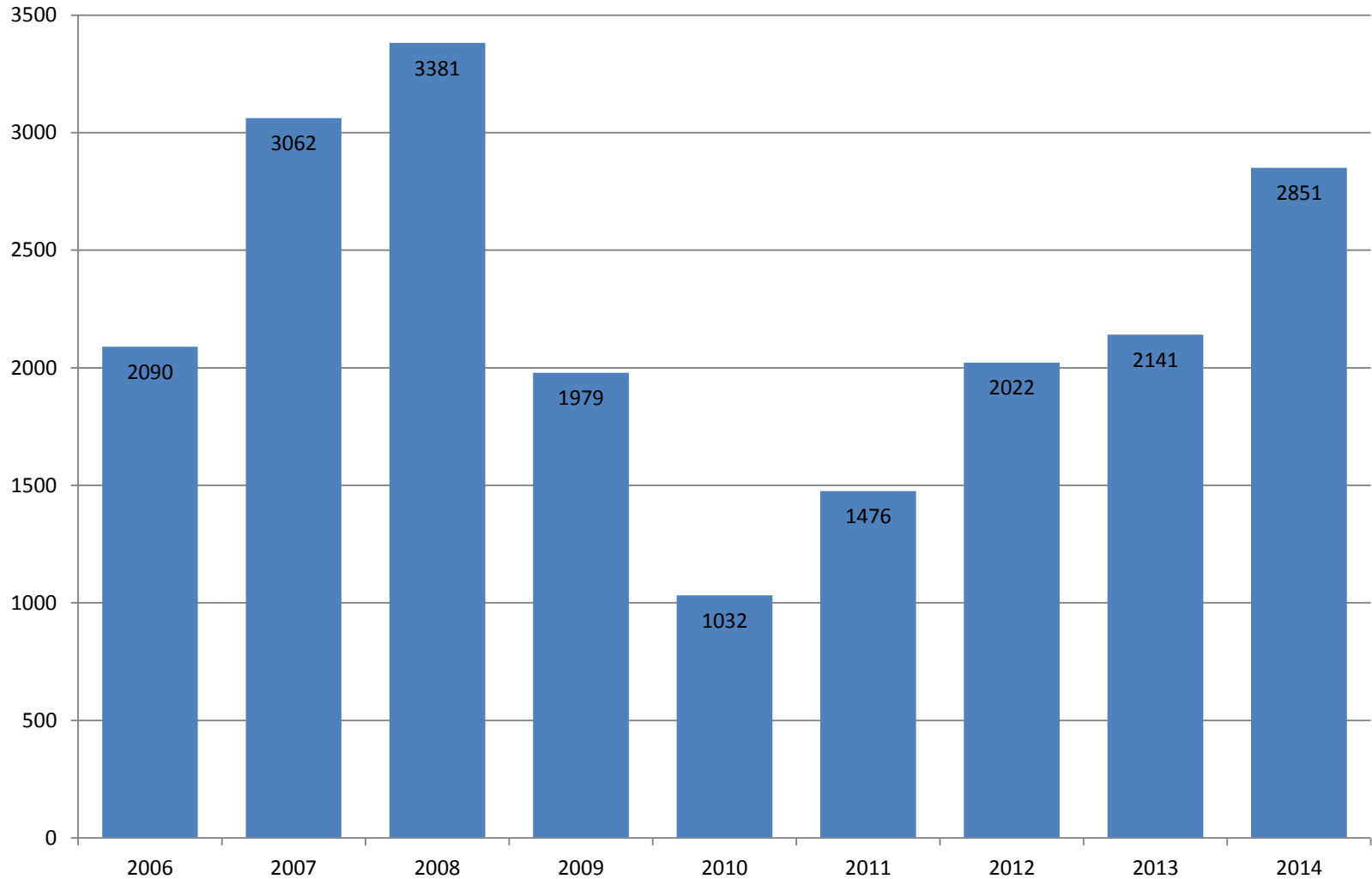
Apprenticeship and Training

Creating a pipeline of skilled workers

Apprentices Receiving Journey Level Certificates



Newly Registered Apprentices





Wage and Hour Division

Wage and Hour Division

Protects the employment rights of Oregonians by investigating claims and complaints from workers relating to:

- Payment of wages, including minimum wage and overtime
- Working conditions, including rest and meal periods
- Protection of children in the workplace
- Payment of prevailing wage rates on public works contracts
- Licensing and regulation of farm and forest labor contractors



Wage and Hour Division

\$1.7 mil.

Wages recovered per year

2,300

Unpaid wage claims
filed / yr.

\$785,000

Amount paid to workers
From Wage Security Fund

1,300

Non-wage and hour
complaints (e.g. meal and
rest period violations)

4,300

Employee Certificates to
employees of minors and
work permits for minors

150

Prevailing wage
investigations per year



Prevailing Wage Facts

- Recovers \$1 million per year in unpaid PWR wages
- Conducts free PWR seminars around the state for contracting agencies and contractors
- Publishes prevailing wage rates to be paid on public works projects
- Issues determinations regarding application of PWR to projects





Civil Rights Division

Civil Rights Division

Equal access to jobs



Provide job seekers and employees equal access to jobs, promotions and a harassment-free workplace

Retaliation protection



Ensure that workers can report safety, family leave or workers' compensation violations without fear of retaliation

Housing rights



Protect Oregonians seeking housing or the use of public facilities (such as retail stores and transportation)

Access to career schools



Strengthen Oregon's workforce by ensuring equal access to career schools

Civil Rights Division

35,000

Number of inquiries/ yr.

1,700

Complaints filed/yr.

95%

Percentage of
employment complaints

5%

Percentage of
housing and public
accommodation complaints

25%

Disability discrimination

25%

Sex discrimination

21%

Injured worker
discrimination

17%

Race or color
discrimination

Funding Source: Federal Funds for EEOC and HUD contracts; Workers' Benefit Fund, OSHA Contract; General Fund.



Program innovation

- New triage system helps maximize investigation resources
- Provides a quicker path to justice for workers and greater certainty for Oregon businesses
- Complaints are reviewed at the time of filing and classified into three categories





Technical Assistance for Employers

Technical Assistance Division

3,800

Employers trained

17,500

Responses to business
inquiries

55

Public seminars

92%

Average seminar evaluation
score

98%

Number of calls from
business returned within
24 hrs.

325

Attendance at annual
conference

12,000

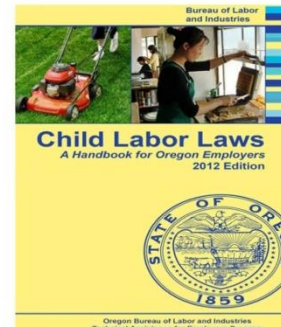
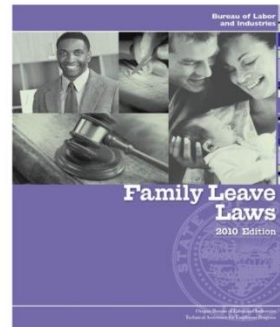
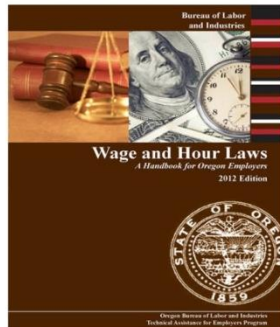
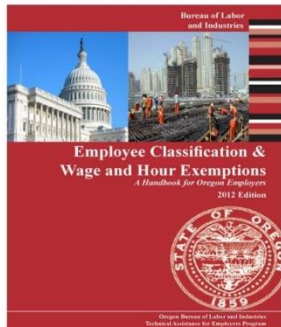
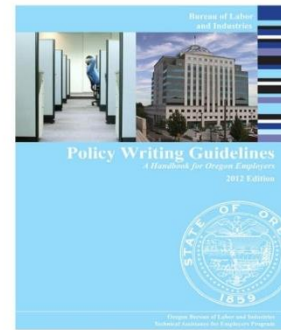
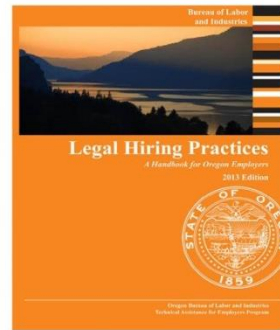
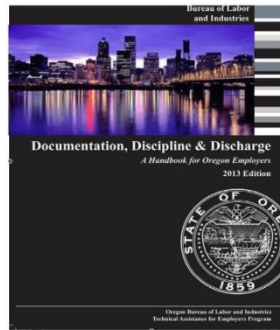
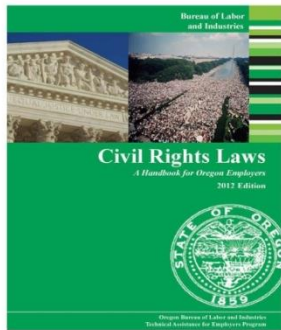
Posters and handbooks
sold

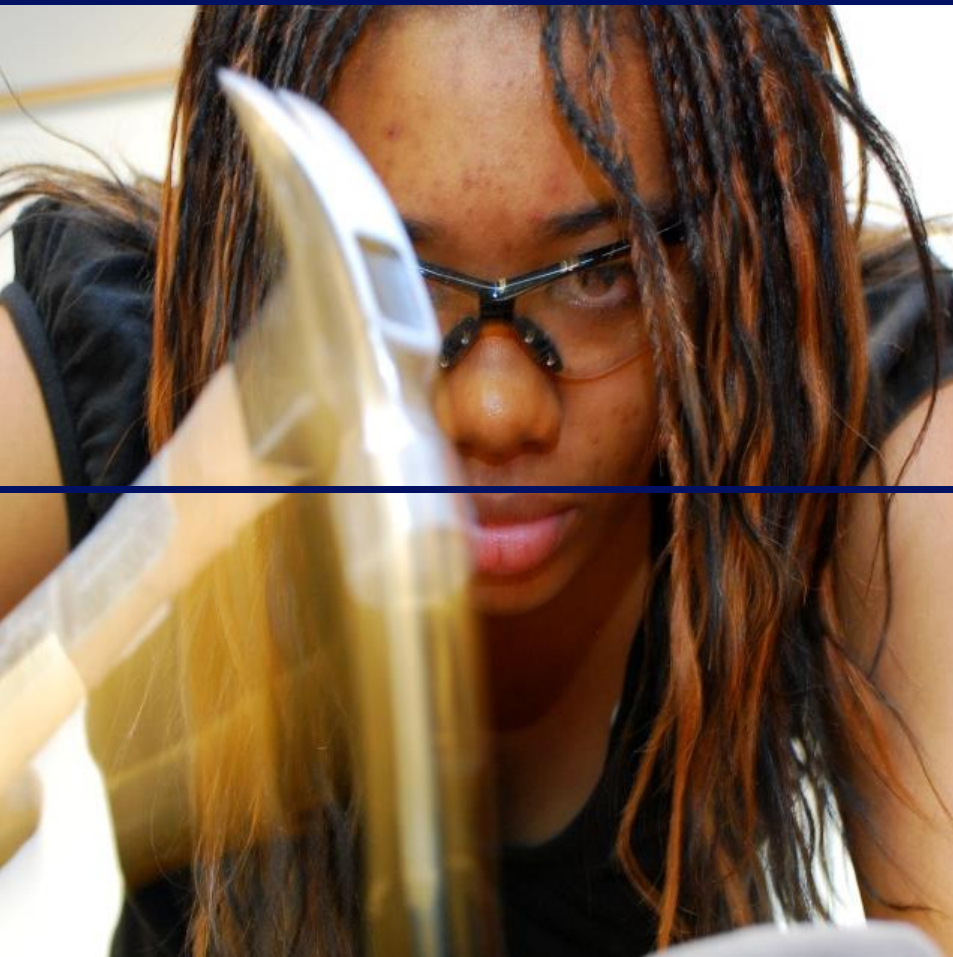
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Customized, on-site
seminars



Tools for Oregon businesses





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