

# OREGONIZER

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Publication of Oregon Chapter IAWP

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Vice President – Grant Axtell

Treasurer – Judy Mattos

Past President – Jeff Hunter



**Happy Holidays**

Holidays are times of tradition, times of celebration. They are the perfect opportunity to reach out to love ones both near and far. Here’s wishing everyone a Merry Christmas and Happy Hanukah!

Whether you say Season’s Greetings or Happy Holidays, here’s hoping your days are filled with true friends, close family, and precious memories.

**Frohe Feiertage!** **Joyeuses fêtes**  
 (German) (French)

メリー クリスマス  
 (Japanese)

**Linksmų švenčių!** **祝圣诞节快乐**  
 (Lithuanian) (Mandarin)

**esołych Świąt**  
 (Polish)

**Felices Fiestas** **Laimīgas Brīvdienas**  
 (Spanish) (Latvian)

**Веселого Різдва і з  
 Новим  
 Роком**  
 (Ukrainian)

Stephanie Stevens, President  
 Oregon IAWP

## **CAPITAL SUBCHAPTER SPONSORS A FAMILY**

**Shelly Zander**

Capital Subchapter was honored to sponsor a family from the Mid Valley Women's Crisis Services this holiday season. To do this, we sponsored a wreath sale and jacket raffle. The wreaths sold like hot cakes. The jackets were a fun thing to do, so close to the Civil War football game between the University of Oregon Ducks and Oregon State Beavers. We had 2 jackets, one for each team, so a person wouldn't risk winning from the "wrong" team!

Mark Hoefler, Capital Subchapter Vice President Dan Quinones and Capital Subchapter Representative Tiffany Hibbard-Fraijo took control of the wreath sales and Mark could be found daily sitting in the lobby, pushing his wares. He had wreaths sold even before they were available for sale! Dan connected with a vendor, picked up and delivered the wreaths to Central Office and to folks in Salem and McMinnville field offices.

I took on the jacket raffle. With help from Capital Subchapter Treasurer Nancy Imber and State Chapter Treasurer/Secretary Judy Mattos, we managed to be seen in the lobby several days each week. I jokingly say we managed to be seen, because for a time, we were there at the same time as Mark and the wreaths! It was a frenzy of activity at that table! Alan Beeler, who works in the Central Trade Act Unit won the Duck jacket, and Fawn Cameron of Overpayments won the Beaver jacket.

In the end, we were very satisfied with the outcome of our activities and are pleased to announce that after some bargain shopping by Tiffany Hibbard-Fraijo and myself, we were able to make a family from the Mid Valley Women's Crisis Services have a little merrier Christmas.

On behalf on myself, and all of us in the IAWP Capital Subchapter, I want to wish everyone a very Merry Christmas, and a joyous New Year.

Shelly Zander, President  
IAWP Capital Subchapter



## **IAWP FAMILY NIGHT AT THE CARROUSEL!**

Written by: Dan Quinones  
IAWP Capital Subchapter Vice President

Friday, December 2, 2011, the IAWP family descended to the Salem Carrousel for a fun filled night. Folks representing various offices and their families were present. The highlight of the event was when Santa himself showed up to speak with the attendees and take pictures with family members.

By far this is the most attended event and each year the Capital Subchapter puts their best foot forward to make it a great family event. Treats were provided by the local chapter as well as through some donations from local businesses that support our organization. Hostess (as usual) has become one of our favorite sponsors. They provide all kinds of treats for the kids and for our adult attendees. The kids have unlimited rides and a lifetime of memories of the Carrousel. To this day my 10 and 8 year old ask about the event and can't wait to attend. By far the biggest reward for me is seeing the kids enjoying themselves as well as seeing them grow each year.

This event has, in some instances, become a yearly family event, and we also get to see friends we do not see during the year as well as retirees who attend the event with their grandkids. Please accept this as my personal invitation to join Capital Subchapter next year for this fun-filled event and bring your young ones (and young ones at heart

## LEGISLATIVE NEWS 2011 LEGISLATIVE CHANGES

Mark Hoefler, IAWP Legislative Chair

This has been quite a year for legislative activity in the employment world. Employers should take note of a number of different bills that become effective as of January 1st 2012. Please feel free to share this link. The new changes can be found at <http://www.leg.state.or.us/>

### \*Summary of New Laws

HB 2036 – This law clarifies the application of statutes prohibiting unlawful discrimination against persons with disabilities to employers. It also permits the use of credit history when making employment decisions on public safety officer applicants.

HB 2039 – Employers that issue dishonored checks for payment of wages will be subject to statutory damages and reasonable attorneys' fees.

HB 2040 – This law amends several wage statutes, including clarifying what information a former employee must include in his or her written notice regarding non-payment of wages at termination. Importantly for employers, under the new law a former employee must include the estimated amount of wages or compensation allegedly owed or provide sufficient facts to estimate the amount owed. Failure to provide such information limits the penalty wages available to the former employee.

HB 2240 – This law indefinitely extends the provision that permits employees, who serve food or beverages and receive tips, to waive their meal period but prohibits employers from coercing them into waiving their meal period.

HB 2828 – Employers with 10 or more employees will be required to provide health, disability, life or other insurance during the period an employee is serving or is scheduled to serve as a juror, as long as the employee notifies the employer of his or her election to have coverage continue during this time.

HB 3034 – Employers will be prohibited from requiring an employee to use vacation leave, sick leave or annual leave for time spent on jury duty; an employee must be allowed to take unpaid leave instead.

HB 3207 – Public employers will be required to interview every veteran who applies for a civil service position or eligibility list if the veteran has obtained, through military education or experience, skills that substantially relate to the civil service position.

HB 3450 – Employers will be required to notify a potential employee, in writing, at least 72 hours before the first day of employment, if acceptance of an arbitration agreement is a required condition of employment. Previously, the law required employers give a two-week minimum notice. However, the new law requires that the arbitration agreement, signed by the employee, include certain disclaimers in bold face type.

### Additional Information

Should you have any questions about the new laws or their impact on your workplace, contact the Client Services Department at 866-287-2576 or via email at [clientservices@ogletreedeakins.com](mailto:clientservices@ogletreedeakins.com).

\*Note: This article was published in the December 7 2011 of the Portland eAuthority.

As you all know I agreed to fill in as the legislative chair for this year. It has been an honor and a privilege to again serve my fellow members. I want to thank all those people who have graciously donated their time and effort in assisting me. You know who you are. I could not have done this without your patience and understanding. I look forward to our future and I leave this year with a few thoughts.

- 1) Let us welcome each morning with childlike optimism...
- 2) Let us be honest and of good virtue in friendship and with strangers...
- 3) Let us be thankful for our freedom and honor those who made it and make it possible.....And.
- 4) Always remember how fortunate we are to be able to love and be loved.

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“You can teach a student a lesson for a day; but if you can teach him to learn by creating curiosity, he will continue the learning process as long as he lives.” ~Clay P. Bedford

## **OREGON'S MINIMUM WAGE WILL RISE TO \$8.80 PER HOUR IN 2012**

Gail Krumenauer, Economist  
Workforce & Economic Research

Oregon's minimum wage rate will increase to \$8.80 per hour on January 1, 2012. The minimum wage has been set at \$8.50 per hour since January 1, 2011. The state's minimum wage is linked to inflation; the 30-cent increase represents a 3.5 percent rise in minimum hourly earnings. Oregon is one of 10 states that adjust minimum wage rates based on inflation.

Oregon has the second-highest state minimum wage, behind Washington. In 2012, Oregon's rate will remain lower than Washington's (\$9.04 per hour as of January 1), but still sits above the federal minimum wage rate of \$7.25 per hour. The federal minimum wage is not linked to inflation, and has been at its current level since July 24, 2009.

According to payroll data, Oregon had roughly 137,000 jobs paying less than \$8.80 per hour in the first quarter of 2011. This constitutes 8.2 percent of the state's workforce; they would be affected by the minimum wage increase. Industries with the most jobs earning less than \$8.80 include leisure and hospitality (53,100 jobs) and retail trade (28,900).

For more information about the minimum wage, visit [Oregon.gov/BOLI](http://Oregon.gov/BOLI) or read the full article on [QualityInfo.org](http://QualityInfo.org) written by Economist Andre Harboe.

## **REQUEST FROM EDUCATIONAL CHAIR**

Submitted by Charlene Grafton

I encourage each sub-chapter to provide training for your members. This is really very easy and doesn't take a lot of time or effort. We, in the Crater Subchapter, will provide training for our members in the Spring of 2012. We have arranged for a Representative from the Oregon Growth Savings Plan to come during a lunch hour, since they would be in our area. We will provide this training FREE to our subchapter members as a benefit of membership in IAWP.

## **A DATE TO REMEMBER 2012**

- Jan. 1 - Nominations accepted for Oregon Chapter officers
- Jan. 13 - Deadline for Chapter Award nominations
- Feb. 18 - Oregon Chapter Executive Board Mtg  
Salem, OR
- Feb. 25 - WA Chapter Crab Feed/Institute  
Westport, WA
- May 9 - Oregon Chapter Executive Board Mtg  
Bend, OR
- May 10-11 - Oregon Chapter Educational Conference  
Bend, OR

## **NEW IAWP MEMBERS**

KELLY KARR  
BONNIE ROBBINS  
HEATHER PARTIPILO  
ELAINE PANDOLFI  
STEVEN BLOYD  
RYAN KIVETT  
HAMZA SHERWANI  
MARTIN KRAAL  
MICHAEL RYAN  
STEVEN HICKSON  
CHRISTINA RANGEL  
BRENDA PIERCE

## **QUOTES**

"The vote is the most powerful instrument ever devised by man for breaking down injustice and destroying the terrible walls which imprison men because they are different from other men."

Lyndon B. Johnson

Speech, Washington D.C. 6th August 1965

"Every segment of our population, and every individual, has a right to expect from his government a fair deal."

Harry S. Truman

Speech to Congress 6th September 1945.

## **CRUCIAL CONVERSATIONS !**

Two Thumbs Up!

Submitted by Melanie Seaman, Eugene

Crucial Conversations! Hey, ever had a conversation that may not have started as crucial, but before you realized it, it was one! And, I'm not talking about the time you asked your daddy or mommy for money...although that was probably crucial, too. And, like some of us, those conversations may still be crucial! But, enough about me...

Not long ago, on a cold wintry day (hey, it's my story), the Eugene Emerald IAWP sub-chapter was still focusing on team development and enlisted assistance from our very own training and development team in the Salem field office, (Yes, Dorothy, they have such a thing, and it ain't in Kansas...but Salem is close enough.) to provide some additional expertise in having crucial conversations in the work place.

Sub-chapter officers Stephanie Morelli and Julie Davidson invited Erin Holbrook, of former 310 fame, to conduct training on Crucial Conversations (pun intended...read the head!), which not only would benefit our relationships with our customers, but also the relationships with our co-workers...and maybe even our moms and dads. See how this story is coming together?

Well, I was fortunate enough to attend the first session of the training on December 15 and I'm so glad of that opportunity that I could shout "What a wonderful class it was" from the rooftop...or at least from a safe location as to not encourage any OSHA issues or possible workman's comp for falling off a rooftop during business hours. (That's another story in its own.) And...that I'm too scared to climb up the ladder to the roof anyway...and Cathy won't give me the key to unlock the hatch in the roof. Phew! That was close. Back to our story....

Our class was held in the Eugene Worksource Lane office and we had attendees from all over the state, if you count Roseburg and the Eugene UI Center, as the training was open to all, including our partner agencies.

I don't want to give the plot away...but to give a little teaser, Erin began the day with a great ice-breaker and let's just say for those of you who didn't attend, but plan to in February at the next class, everything she does or has the class do, if for a purpose! So take notes...and don't be so worried about what time the first break will be.

During the training we were engaged with video clips, PowerPoint presentations, and class activities that allowed us to get up and move around. Not that movement was necessary as Erin's presentation and subject matter was upbeat and fascinating! Many of my classmates that day learned new tricks and awareness while for others it was a great refresher and provided new insights. Regardless of our individual knowledge or experiences, we all walked away with a jewel.

So, regardless of your experience working with others, or just trying to steer dad or mom toward, uh, loaning you some money...you won't want to miss the next class presentation of "Crucial Conversations for the Work Place" when it comes around again in February. I give it Two Thumbs Up!

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## **IN THE NEWS**

This compilation of articles is gathered from the National Association of State Workforce Agencies (NASWA). This information does not necessarily represent the views of NASWA, its individual members, or IAWP.

### **Unemployment as a Way of Life and Delusion**

International Business Times -- 11/26/11

Unemployment is one of the biggest problems the United States faces. As the jobless rate stubbornly stays above 9 percent, there are at present about 13.9 million unemployed workers in the country (excluding those folks who have already given up looking for a job and are not counted among these grim statistics). Of particular grave concern are those who have been unemployed for a prolonged period of time. Of the aforementioned 13.9-million, about 42.4 percent (some 5.9-million people) have been out of work for at least six months -- an all-time record for post-World War II America.

## IN THE NEWS

(Continues)

### How Job Seekers Are Using Mobile

Newsodrome -- 11/27/11

The jobless rate is hovering above 9%, and job seekers have to be more savvy than ever to land a job. In fact, 77% of job-seekers are using mobile apps in their search. Why mobile? For one thing, people almost always have their phones on them, which means they can get job leads on the fly and respond faster than on their not-as-portable laptops. Not surprisingly, Android, which is dominating the smartphone market, is the most-used OS for these on-the-go job seekers.

### Rescue Payroll Tax Cut and Jobless Benefits From Wreckage: View

Bloomberg Businessweek -- 11/27/11

Nov. 23 (Bloomberg) -- Putting longer-term issues aside, the failure of the U.S. debt supercommittee threatens immediate collateral damage. Measures to maintain short-term support for the economy were supposed to be folded into the expected deal. Two of these deserve emphasis. ([Payroll Tax Cut and Jobless Benefits](#))

### Senate Democrats push Obama payroll tax cut Bulletin

Today - AARP – 11/28/11

WASHINGTON (AP) – Senate Democrats are pressing ahead on President Barack Obama's plan to cut in half every worker's payroll taxes next year, paid for by a 3.25 percent tax surcharge on the very wealthy. The \$248 billion plan would trim Social Security payroll taxes from 6.2 percent to 3.1 percent in hopes of propping up the still-weak economy. It also would cut in half the 6.2 percent tax paid by employers on the first \$5 million of their payroll.

### Will Unemployment Benefits Dry Up?

Yahoo! Finance US -- 11/26/11

Many long-term U.S. unemployed workers have not only seen their job opportunities dwindle but many of them are no longer receiving unemployment benefits. In early 2010, 75 percent of unemployed workers received checks but now the number has declined to 48 percent. With 14 million unemployed workers, almost one third of them have been without a job for one year or more.

### 5 hot job categories for retirees, older workers

SouthCoastToday.com -- 11/27/11

Looking for a job isn't just a concern for those under 65. Retirees and those past the traditional age for calling it quits increasingly need or want to work. The challenge, of course, is finding suitable work in an economy with chronically high unemployment. Many are succeeding, as the rapid graying of the work force shows.

### America's middle class has relatively brief history

ScrippsNews -- 11/25/11

America didn't always have a middle class. In the late 1700s and early 1800s, the founding nation had wealthy landowners, but everyone else was pretty close together, both physically and economically, said historian Stuart Blumin

“The aim of education should be to teach us rather how to think, than what to think—rather to improve our minds, so as to enable us to think for ourselves, than to load the memory with the thoughts of other men.”

~John Dewey