

83 We leave no one behind.

88 We want to improve our services.

96 REP. FAHEY: I want to congratulate Mr. Roberts on his election.

103 MARGO MARTIN, DEPUTY COMMISSIONER OF THE BUREAU OF LABOR AND INDUSTRIES:

Refers to EXHIBIT A. She will discuss the budget and how it relates to the benchmarks.

144 The budget has been reduced.

146 Discusses other funds listed in the budget.

157 We have proposed recommendations for their budget.

127 Work load for investigation has gone up. We are having to shift them around.

163 The benchmarks are very important to us.

167 CHAIR WATT: Lets get back to the fines. Where are they are collected from. What is the status? Where are they are going. Jack, what is your strategy for the Bureau of Labor?

182 ROBERTS: What do you mean by strategies?

183 CHAIR WATT: Where do you see the Bureau of Labor four years from now?

186 ROBERTS: We have a small agency and have suffered from cut backs. Maybe we need to change the structure around. Maybe civil rights could be handled better by the Attorney General's office.

207 ROBERTS: We must make sure that the structure is the correct one.

211 Who needs to be registered and who really doesn't.

223 REP. BEYER: Is apprenticeship something to go into?

227 ROBERTS: Yes, I feel we should expand the apprenticeship area.

253 REP. BEYER: Do you see BOLI having a broad advocacy role?

259 ROBERTS: Yes I do. And that's where the interface with child labor law becomes important. We do have an advocacy role, but it starts in-house

278 REP. CARPENTER: Congratulations. How do you feel about state regulations that are more stringent then federal regulations in areas as family leave and child labor laws?

287 ROBERTS: If federal law and state law is consistent that is fine. But also legislate according to needs of Oregonians as you determine those. For example, we should have broader coverage concerning family leave for smaller businesses.

312 Clear and consistent. Let people know what the rules they need to follow are.

321 REP. FAHEY: I would be cautious about taxing for apprenticeship programs. I do not think there is any more funding for education.

343 ROBERTS: I agree with you. The partnership we are interested in is,

were can we take that model, learn from them and use them in non-traditional areas.

357 REP. BEYER: Do you support the family leave laws that exist on the books today?

360 ROBERTS: We have three laws and they should be one. I think we need to make them more consistent. Need to also look at the federal law and compare them to ours.

391 CHAIR WATT: I think we would like to see the matrix. It would help us to see what you are talking about. No one wants to repeal the law.

411 REP. BROWN: What about affirmative action? Do you think there are other ways we can achieve gender and racial equity in the work force?

420 ROBERTS: I support affirmative action.

447 Diversity should be taken into account. We must look at the broad range.

481 There are some problems with affirmative action.

Tape 7, Side A

34 The answer is not to throw it out.

53 JOHNNIE BELL, ADMINISTRATOR OF THE CIVIL RIGHTS DIVISION: Discusses the benchmarks that effect the Civil Rights Division. She will be referring to [EXHIBIT B].

77 One goal is to end discrimination by year 2010.

88 People are becoming more aware of their civil rights and want to exercise them.

94 We conduct seminars.

108 We have a contract with the EEOC to process complaints.

112 We process approximately 900 complaints a year for the EEOC.

117 We are paid approximately \$500 a case.

122 We have used the performance measures to become more efficient and respond faster.

130 The investigators caseload has doubled.

134 We have one year to process complaints of discrimination.

138 CHAIR WATT: In what form do these settlements take place?

139 BELL: Through informal fact finding conferences.

147 CHAIR WATT: What happens to the cases not settled?

148 BELL: They will go into full investigation.

157 CHAIR WATT: And the greater number of cases that are not settled come down to a win win situation?

159 BELL: No, I was speaking of the settlement.

160 CHAIR WATT: What about the greater number of cases not settled? Can you give us a further breakdown?

164 BELL: About sixty five percent have no substantial evidence of discrimination.

168 LUNDQUIST: Have you seen any difference in the settlements issues?

173 BELL: We see more in the sexual harassment cases.

177 ROBERTS: Explains question to Bell.

180 BELL: The breakdown is about the same. That is a national trend.

183 ROBERTS: The slant is because the good cases go right to court and not to us. And we are often the sounding board for people who say they have been treated unfairly. We must sort out the valid cases.

191 REP. FAHEY: Do you have a breakdown of types of cases?

196 BELL: Yes we do.

197 REP. FAHEY: Do you have bilingual people on your staff?

205 BELL: Not for the purposes of translation.

212 REP. FAHEY: He explains why he asks.

225 REP. BEYER: Do you have a system for customer feed back?

231 BELL: That is not a performance measure. But we do have a draft survey prepared.

236 REP. BEYER: Do you have targets for the performance measures?

240 BELL: No, they are just drastically growing.

247 REP. BEYER: What are your time frames?

251 CHAIR WATT: Lets be patient, they have a new director. We need to give them some latitude.

263 ROBERTS: Rep. Beyer, you are right and we have talked about this.

270 BELL: We do have targets and baselines, we can go through that if you want?

275 CHAIR WATT: Because of time lets do it later. This is still so new to us. But, we would like to see them in some form. Constituents want to see these. Right now we have no way to respond. We would like to give the information.

299 REP. SNODGRASS: I have been through this personally. Many people feel like no one listens to them when cases are unfounded.

331 ROBERTS: Rep. Snodgrass, you are right. We are trying to look for ways to weed out these cases that are unfounded. How fast can that be done? It

is hard to judge.

357 ROBERTS: If we close a case from the EEOC because we feel it is unfounded, they must continue on with a case. Hopefully, the federal government are re-thinking this.

387: REP. FAHEY: Is it cheaper for the employers to go directly to the courts?

395 MR. ROBERTS: Not really, the state pays for the whole thing at that point. Sometimes they send it to us first to do the investigation. How can we stop some of that? The tax payer should not be paying for things like this.

419 REP. BROWN: The whole dynamics do not make sense. The state remedies are not as good as the federal remedies.

427 BELL: The EEOC takes much longer than we do.

444 CHAIR WATT: Why don't we let them go on with their benchmarks.

448 BELL: She continues with the primary benchmarks.

480 STEVE SWISHER, ADMINISTRATOR OF THE APPRENTICESHIP AND TRAINING DIVISION: Will speak about apprenticeship programs and their related benchmarks, referring to [EXHIBIT C].

Tape 6, Side B

41 He continues with statistics of the amount of people using what type of programs.

56 I would like to see apprenticeship programs in other areas than just the construction field.

65 Let me explain interdivisional work, and how it goes on in the department.

91 Strategies for the future.

107 REP. BROWN: As for statistics for people of color, do we have a breakdown between male and female.

108 SWISHER: There are, I don't have them with me.

109 ROBERTS: I can tell you that we are not doing a good job in terms of minority participation.

115 CHAIR WATT: Do we need to expand participation before we expand the types of programs or first expand the participation before we expand programs?

120 SWISHER: I think both have to occur.

124 REP. FAHEY: Are employers willing to pay for this training?

127 SWISHER: Bigger corporations are much more willing to contribute to the programs.

134 CHRISTINE HAMMOND, DEPUTY ADMINISTRATOR OF THE WAGE AND HOUR DIVISION: She speaks on the benchmarks effecting her division. Refer to [EXHIBIT D].

139 HAMMOND: Begins discussing the benchmarks for the Wage and Hour Division.

179 CHAIR WATT: We could go on here, there are a lot of areas. Next time we would like to see more numbers.

188 REP. FAHEY: There is nothing in the benchmarks on prevailing wage law.

198 ROBERTS: On the next to the last page of [EXHIBIT D] there are some. Many of these things are hard to measure.

214 REP. FAHEY: We must have a law on the books to make people comply.

229 Committee is adjourned.

Submitted by, Reviewed by,

Paula Gilmer Purcell Aaron Felton
Committee Assistant Committee Counsel

EXHIBIT SUMMARY:

A- Bureau of Labor and Industries Overview

B- Benchmarks for the Civil Rights Division

C- Benchmarks for the Apprenticeship and Training Division

D- Benchmarks for the Wage and Hour Division