



Commissioner Brad Avakian
Bureau of Labor and Industries

COMMISSIONER'S MESSAGE – November 9, 2009

Dear Friends:

With Veterans Day only two days away, I'm thinking a lot about BOLI's relationship with Oregon's veterans and servicemembers. I have an update on a victory for Oregon workers and employers last month and a reminder about BOLI's Business Awards and the 25th Annual Employment Law Conference that BOLI will host on December 9 and 10, but first I want to talk about the ways that BOLI supports our servicemembers and veterans.

Like all Oregonians, BOLI staff members believe in our duty to support the men and women who have served and are serving in uniform. But one of the great things about working at BOLI is the opportunity we have to work directly on behalf of Oregon's past and present servicemembers. How do we do this?

Apprenticeship Programs

Oregon veterans can take the first step toward preparing themselves for a lifelong career in a highly-skilled and respected workforce through apprenticeship programs in a variety of occupations. With the help of the Oregon State Apprenticeship and Training Council, BOLI is working to place returning veterans in high quality apprenticeship programs. To learn more about BOLI-partnered apprenticeship programs for veterans, please [click here](#).

Veterans Hiring Preference and Protected Leave

The Oregon Legislature has charged BOLI's Civil Rights Division (CRD) with enforcing a veterans hiring preference in public employment. CRD proudly enforces this requirement that public employers provide preference points to veterans and disabled veterans when they apply for civil service positions. The preference, originally only allowed for 15 years after release from service, is [now available to veterans for life](#). For more information about veterans hiring preference, [click here](#).

In the most recent session, the legislature also directed CRD to enforce new laws protecting [leave for servicemembers' spouses](#) during periods of military conflict and [preventing discrimination or retaliation against servicemembers](#) who need time off from work to honor their uniformed service commitments.

Helmets to Hardhats

Working with BOLI apprenticeship programs, the Helmets to Hardhats program works to place returning veterans into quality construction industry careers. Through apprenticeship programs, returning servicemen and women can transition into careers that pay a living wage with good benefits for their families. Using Helmets to Hardhats, interested veterans can learn more about careers in a large number of challenging, rewarding fields. To learn more about the Helmets to Hardhats program, please [click here](#).

If you want to help spread the word about our work on all these important issues, encourage your friends and colleagues to [sign up for the Commissioner's Message](#).

Sincerely,

Brad Avakian
State Labor Commissioner

The mission of the Bureau of Labor and Industries is to protect employment rights, advance employment opportunities, and protect access to housing and public accommodations free from discrimination.

The Biggest Bang for Your Training Dollar: BOLI's 25th Annual Employment Law Conference

Celebrating a quarter century of bringing Oregon employers the latest and most useful information about labor and employment law, BOLI's Technical Assistance for Employers Program (TA) is pleased to present the 25th Annual Employment Law Conference. Scheduled for December 9 and 10 at the Oregon Convention Center in Portland, the conference is back again with popular seminars like the Caselaw Update and Legislative Update, as well as all new seminars on current and emerging issues for which employers need to prepare.

Thinking you can't afford to attend this year's conference? Consider the return on your investment from hearing the leading legal experts in Oregon, as well as representatives from the agencies that actually enforce the laws, sharing their knowledge and experience with you in two power-packed days. [Click here](#) to view the schedule of speakers and topics for this year's conference.

We hope all of you will join us at the conference to see what we mean when we say it is the biggest bang for your training dollar! Need one more reason? You can earn continuing education credits through the Human Resources Certification Institute (approved) and the Oregon State Bar (certification pending) for attending our sessions.

Nominations for BOLI Business Leadership Awards due Nov. 18

A friendly reminder that nominations for the BOLI Business Leadership Awards need to be received in our office by Nov. 18. These awards are intended to provide distinction to a select group of businesses that go above and beyond the call of duty in supporting civil rights and equal opportunity, fair workplaces and developing Oregon's workforce through employee training. The awards ceremony will take place on December 9 at the 25th Annual BOLI Employment Law Conference in Portland.

- What:** BOLI Business Leadership Awards
- Who:** Presented by BOLI Commissioner Brad Avakian
- When:** Nominations are due by 5pm on Wednesday, November 18
- Where:** Nomination forms and additional information are [available here](#)
- How:** Submit nominations by email to Commissioner.Brad.Avakian@state.or.us
Or by fax to 971-673-0762

Upcoming BOLI Events

Date	Event Type	Location	Subject	Contact
Nov. 10	PWR Seminar	Portland State Office Bldg.	PWR for Contractors and Subcontractors	PWR Unit @ 971-673-0838
Nov. 17	TA Seminar	Salem—	Wage and Hour Laws	TA Program @

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Date	Event Type	Location	Subject	Contact
		Chemeketa Winema Bldg. 48		971-673-0825
Nov. 18	TA Seminar	Portland State Office Bldg.	Advanced Leave Laws	TA Program @ 971-673-0825
Nov. 19	PWR Seminar	Eugene Water & Electric Board	PWR for Contractors and Subcontractors	PWR Unit @ 971-673-0838
Dec. 1	PWR Seminar	Salem—ODOT Training Center.	PWR for Contractors and Subcontractors	PWR Unit @ 971-673-0838
Dec. 2	OSATC Subcommittee	Portland State Office Bldg.	State Apprenticeship Rules and Policies Sub	ATD Staff @ 971-673-0760
Dec. 2	OSATC Subcommittee	Portland State Office Bldg.	State Apprenticeship Standards Review Sub	ATD Staff @ 971-673-0760
Dec. 8	PWR Seminar	Portland State Office Bldg.	PWR for Public Agencies	PWR Unit @ 971-673-0838
Dec. 9 & 10	25 th ANNUAL EMPLOYMENT LAW CONFERENCE	PORTLAND OREGON CONVENTION CENTER	Leave Laws, Caselaw Updates, the always popular Legislative Update and more!	TA Program @ 971-673-0825
Dec. 10	PWR Seminar	Portland State Office Bldg.	PWR for Contractors and Subcontractors	PWR Unit @ 971-673-0838
Dec. 15	TA Seminar	Portland State Office Bldg.	Wage and Hour Laws	TA Program @ 971-673-0825
Dec. 17	TA Seminar	Portland State Office Bldg.	Recordkeeping Requirements	TA Program @ 971-673-0825
Dec. 17	OSATC Meeting	NW College of Construction	State Apprenticeship Council Quarterly Mtg	ATD Staff @ 971-673-0760



*Celebrate Oregon's service members
and
veterans on November 11*

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