



**For Immediate Release**

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**Upcoming Eastern Oregon seminars will help employers navigate civil rights, wage and hour laws**

*"We want to help employers so that they can focus on growing their operations," says Avakian*

Portland, OR—Five upcoming seminars in Ontario, Baker City and Enterprise will help eastern Oregon businesses and organizations navigate often complex state and federal law.

Attendance at the seminars – conducted by the Bureau of Labor and Industries (BOLI) and sponsored by the Oregon Economic Council – will be limited, so employers are strongly encouraged to pre-register with the contacts listed below.

"We want to be a resource for businesses and organizations," said Oregon Labor and Industries Commissioner Brad Avakian. "Experts from our technical assistance program will answer people's questions and provide important tools for employers so that they can concentrate on growing their operations."

Each year, the Oregon Bureau of Labor and Industries (BOLI) fields more than 20,000 calls from employers seeking guidance on regulatory issues. The seminars will feature subject matter experts ready to answer questions and provide insight on topics of frequent interest to employers large and small.

**Seminar 1: Civil Rights Overview: What Employers Need to Know**

The first seminar in Ontario will focus on civil rights law, including harassment, discrimination, documentation, discipline and discharge.

**Where:** Treasure Valley Community College, Ontario  
**When:** Monday, Feb. 3rd (8:30 a.m. to 4 p.m.)  
**RSVP:** [carlos.j.soriano@state.or.us](mailto:carlos.j.soriano@state.or.us) or call (541) 889-5394 x 239  
**Registration:** \$80

Among the most frequently litigated workplace disputes are those that arise out of disciplinary actions and employee terminations. The Ontario session will provide employers with the knowledge and tools to properly document employee performance, keep employees on track, and fairly and swiftly handle a termination.

**Seminar 2: Legal Hiring Practices**

This seminar will include an overview of at-will employment and its exceptions, job interviews and legal hiring laws, and starting new employees on solid footing as they begin their new positions.

**Where:** City of Baker City Council Chambers, 1655 First St Baker City  
**When:** Tuesday, February 4 (8:30 a.m. to noon)  
**RSVP:** [Candace.l.roberts@state.or.us](mailto:Candace.l.roberts@state.or.us) or call (541) 523-6331 x 224  
**Registration:** \$50 in advance, \$60 at the door

**Seminar 3: Wage and Hour Laws**

A BOLI expert will discuss meal and break periods, timekeeping, overtime, deductions, minimum wage, final paychecks, payroll, child labor, the proper use of interns, and a host of other wage and hour issues that affect employers and Oregon businesses.

**Where:** TEC Classroom, Prairie Creek Center, 104 S. Litch St., Enterprise  
**When:** Wednesday, Feb 5th (8 a.m. to noon)  
**RSVP:** [Courtney@viridianmgt.com](mailto:Courtney@viridianmgt.com) or (541) 426-4972 x 362  
**Registration:** \$50

**Seminar 4: Documentation, Discipline and Discharge**

This seminar will help employers understand what they need to know about disciplining and discharging employees while steering clear of potential workplace violations.

**Where:** La Grande Public Library  
**When:** Thursday, Feb 6th (8 a.m. to noon)  
**RSVP:** [teri.k.berry@state.or.us](mailto:teri.k.berry@state.or.us) or (541) 963-7111 x 230  
**Registration:** \$50

**Seminar 5: Civil Rights Overview: What Employers Need to Know About Harassment**

This Pendleton seminar will focus on civil rights law, including harassment, discrimination, documentation, discipline and discharge.

**Where:** Pendleton City Hall  
**When:** Friday, Feb 7th (8:30 a.m. to noon)  
**RSVP:** [scott.a.odman@state.or.us](mailto:scott.a.odman@state.or.us) or (541) 276-9050  
**Registration:** \$50

“We expect strong demand for these seminars, so if you are an employer seeking information to help your business and organization, please sign up soon to secure your attendance,” said BOLI Program Coordinator Joseph Tam. “We want Oregon employers to be successful so that they can support local jobs and communities.

For more information about BOLI’s efforts to support Oregon employers and protect Oregon’s workforce, visit <http://www.oregon.gov/BOLI>.

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