



February 2013

Bureau of Labor and Industries

Brad Avakian, Commissioner

2013-2015 Budget presentation



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.



Protecting workers and industry

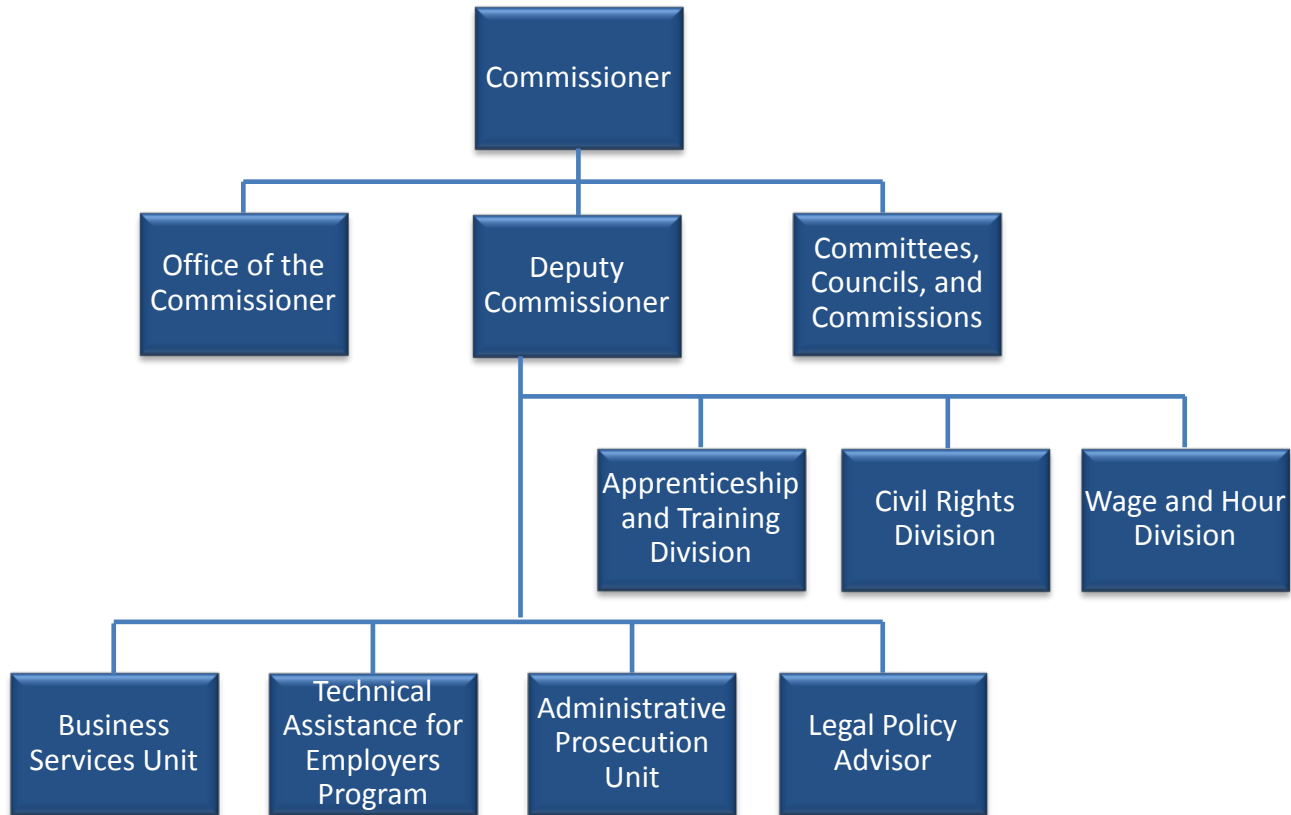
The Bureau of Labor and Industries protects Oregon's workforce, supports Oregon employers through technical assistance, and strengthens our state's economy by helping to create a pipeline of highly skilled, well-trained workers.

We provide:

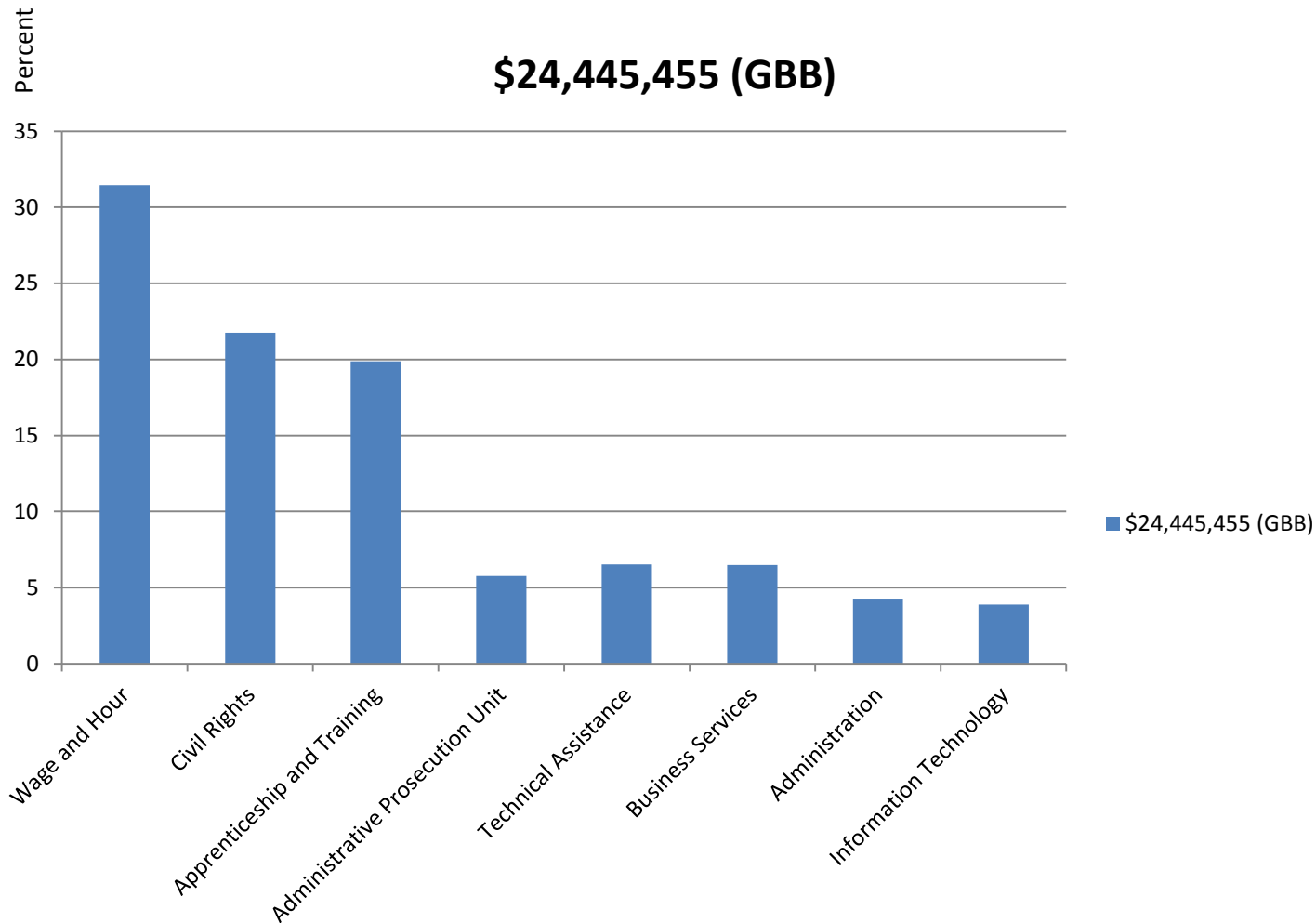
- Apprenticeship and training
- Civil Rights protection
- Wage and hour enforcement
- Technical assistance for employers



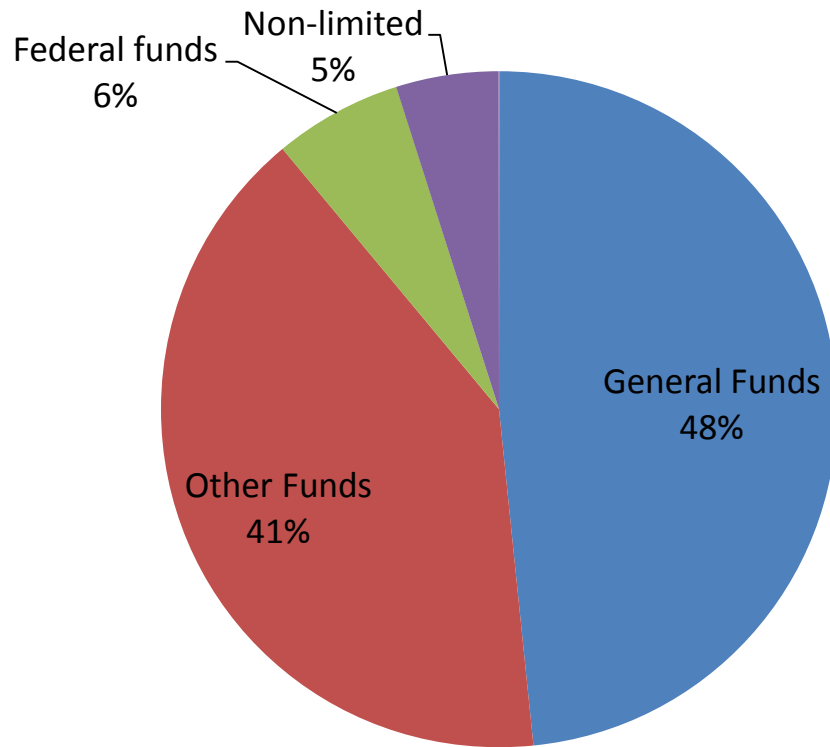
Organizational chart



BOLI: Budget by program

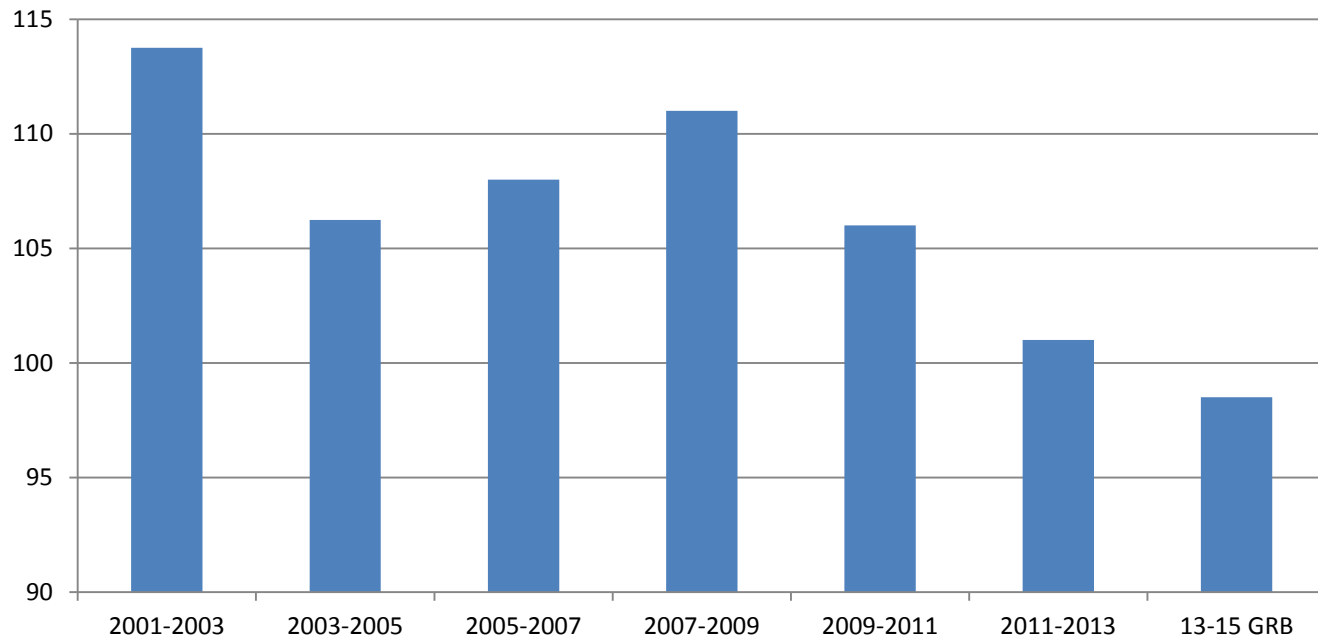


Our budget sources



Budget overview

Bureau of Labor and Industries FTE

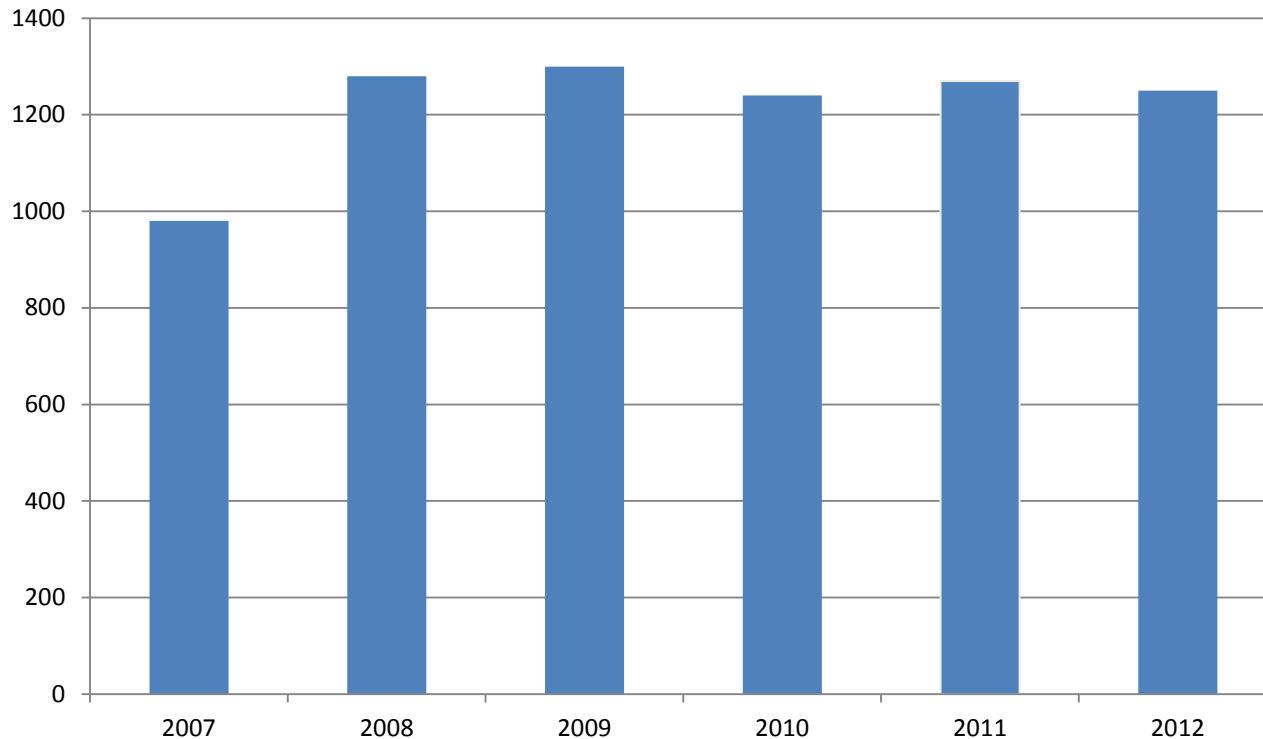




Apprenticeship and Training

Creating a pipeline of skilled workers

Year End Workforce Program Completions



Minority participation is rising

Year	Total # of Apprentices	# of Women	% Women	# of Minorities	% Minorities
2001	6115	303	4.89%	711	11.48%
2002	5744	290	5.05%	674	11.73%
2003	5506	277	5.03%	675	12.26%
2004	5260	252	4.81%	637	12.11%
2005	6003	296	4.93%	747	12.44%
2006	6489	334	5.15%	859	13.24%
2007	7225	407	5.63%	995	13.77%
2008	8096	429	5.29%	1114	13.76%
2009	7133	374	5.24%	978	13.71%
2010	5741	329	5.73%	791	13.84%
2011	5065	293	5.78%	712	14.06%
2012	4853	285	5.87%	691	14.24%



Apprenticeship and Training Metrics

Objectives	FY 2012 GOAL	FY 2012 ACTUAL	2013-15 GOAL
<p>Number of apprentices earning journey level certificates</p> <p>GOAL: Ensure registered apprentices receive valuable skills training.</p>	1,160	1,272	1,300
<p>Number of newly registered apprentices</p> <p>GOAL: Increase skilled workforce by increasing the number of newly registered apprentices.</p>	2,340	2,022	2,340
<p>Apprenticeship minority participation</p> <p>GOAL: Increase the number of minority participants in apprenticeship programs.</p>	15%	14.24%	16.0%





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



Farm Labor Facts

- Issues 300 farm/forest labor contractor licenses annually
- Conducts farm labor contractor investigations
- Provides trainings and materials for agricultural employers and contractors



Wage and Hour Performance Metrics

- Nearly 93% of Wage Security Fund claims are processed within 30 days of filing (goal = 75%)
- Nearly 65% of wage claims are resolved within 35 days of being assigned to a compliance specialist for investigation (goal = 50%)
- Nearly 88% of wage claims have a notice of claim sent to the employer within 12 days of receipt (goal = 50%), and 100% of claims are assigned to a compliance specialist within 30 days of being prepared for assignment
- Over 64% of prevailing wage investigations are completed in less than 90 days (goal = 50%)
- 100% of prevailing wage project predeterminations are issued in less than 16 days (goal = 75%)





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

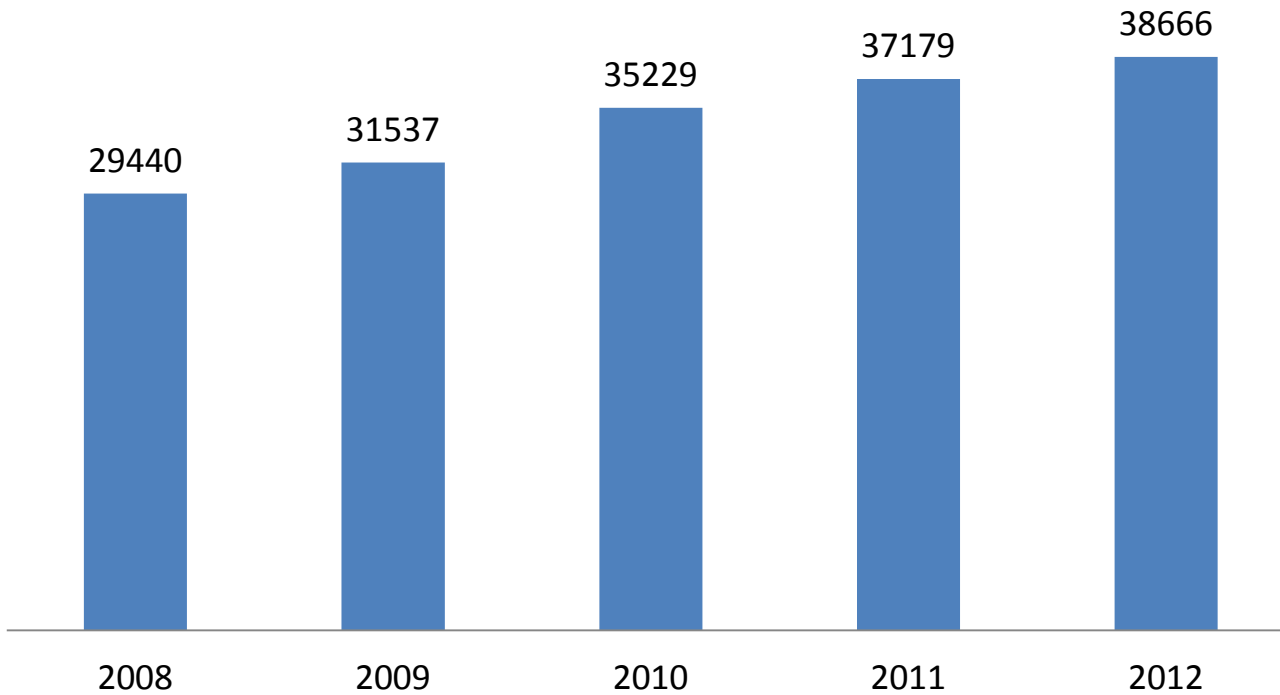


Funding Source: Federal Funds for EEOC and HUD contracts; Workers' Benefit Fund, OSHA Contract; General Fund.

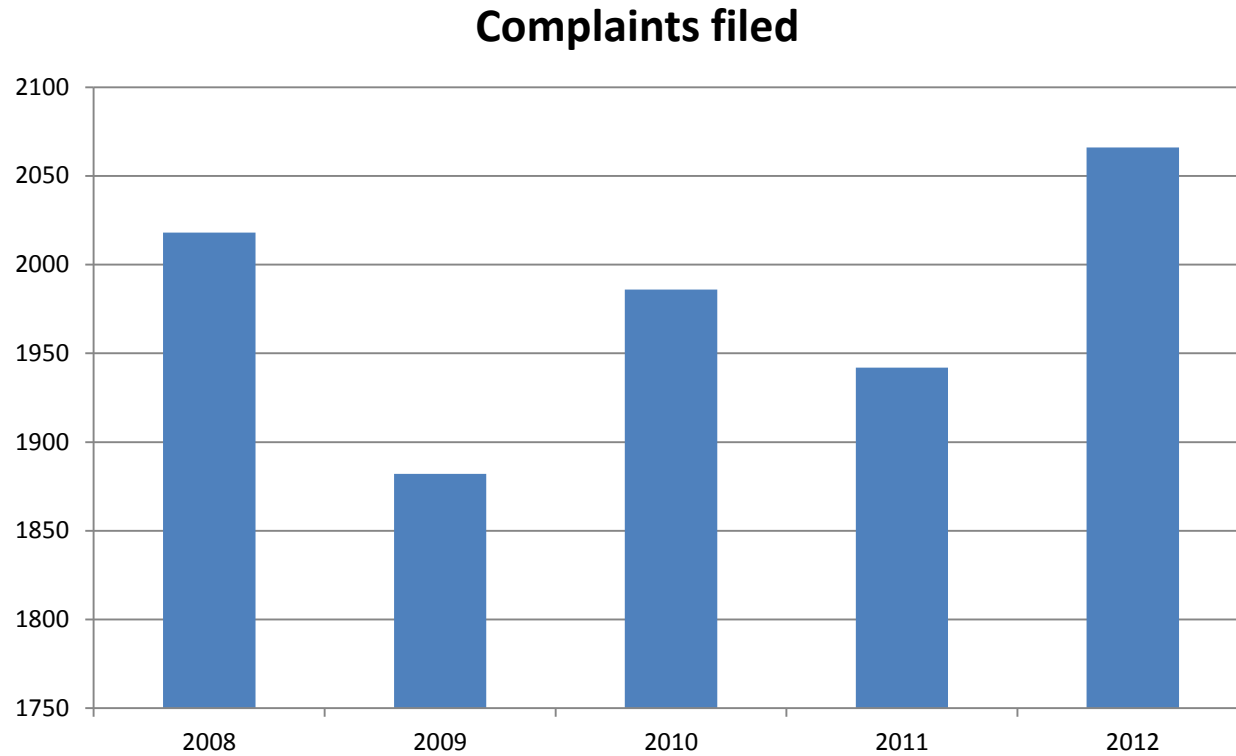


Civil rights inquiries are increasing.

Civil Rights Inquiries



Civil Rights Division Complaints



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:
 - A Cases: Likely violation
 - B Cases: Needs further investigation
 - C Cases: No apparent violation

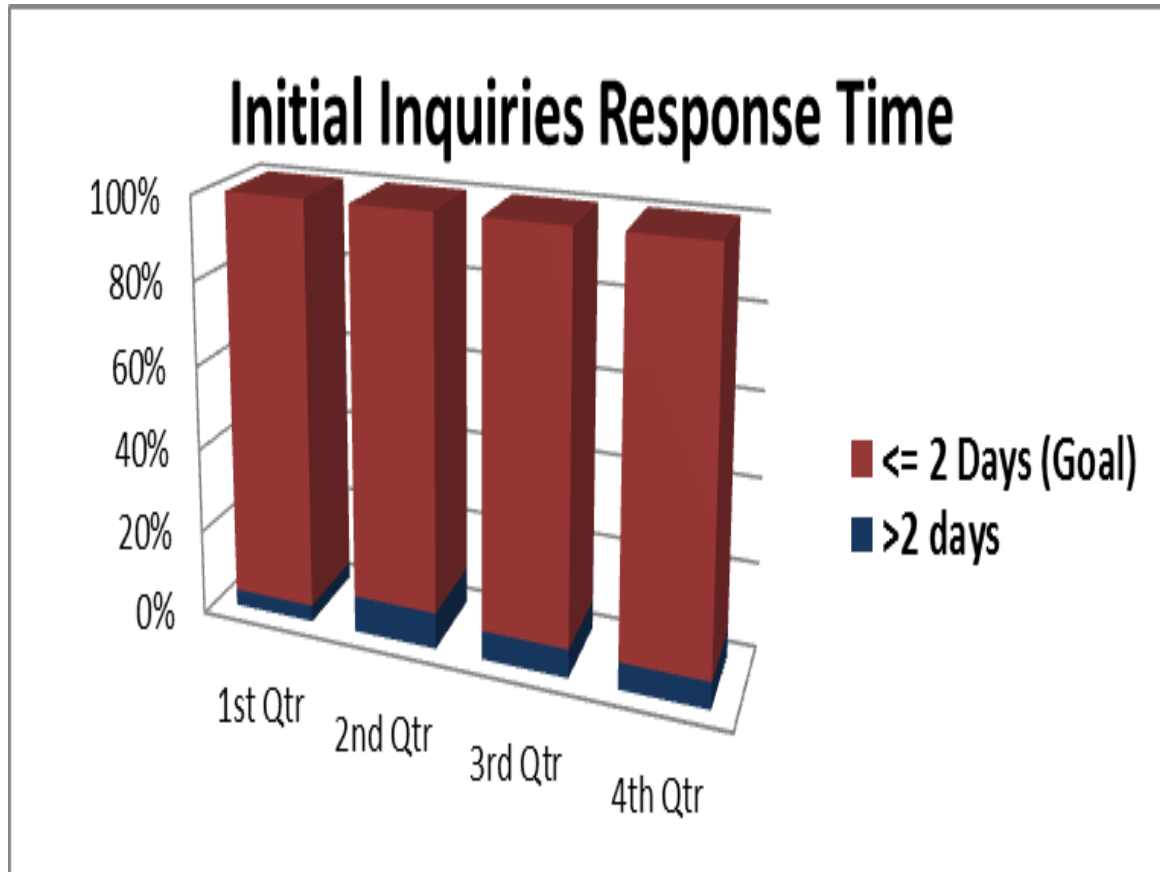


Civil Rights Division: Measurement

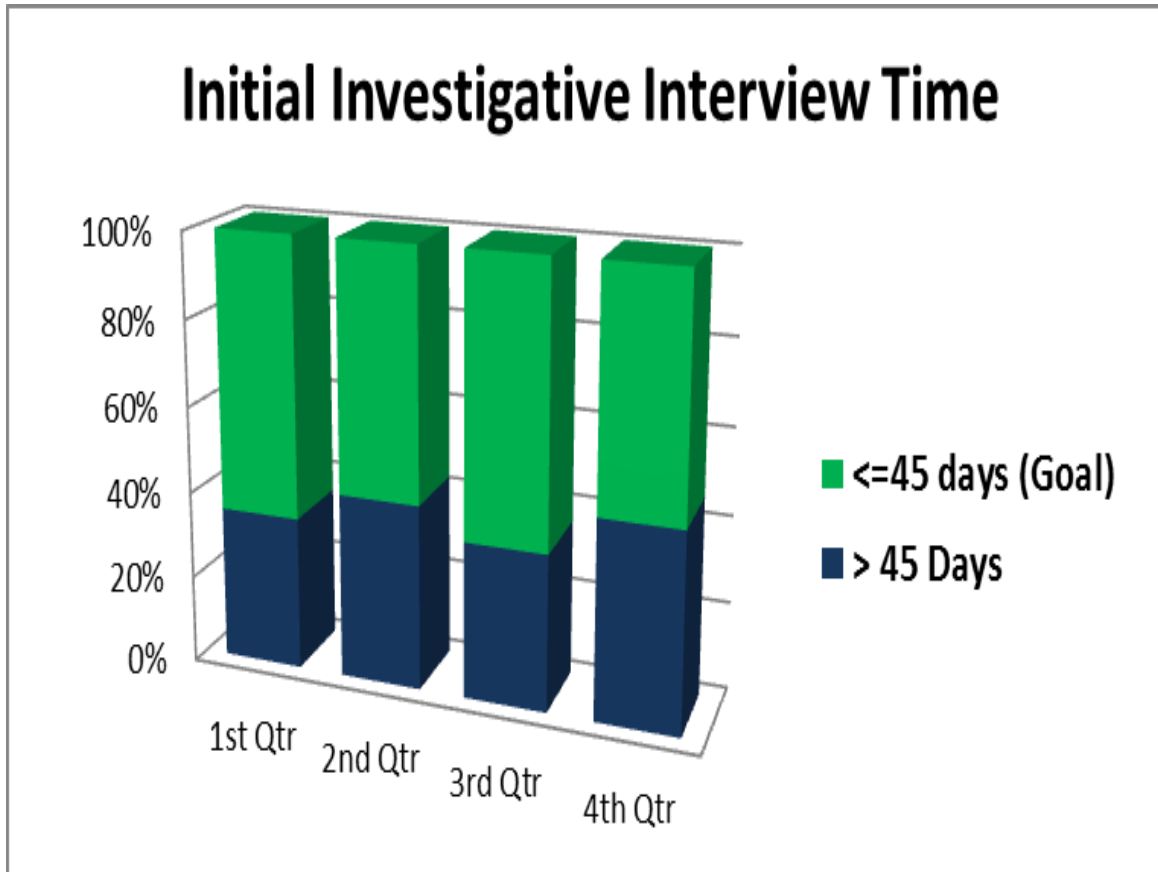
- 85% of inquiries received responses within two business days
- Initial interviews were conducted in an average of 54 days (with the goal of completing 65% within 45 days and completing 65% of total investigations within 180 days)
- Completed 58% of civil rights investigations within our target time frame, notably faster than the federal process
- The division fell short during the first three quarters of FY 2012, but actually exceeded the target by two percentage points (67%) during the fourth quarter



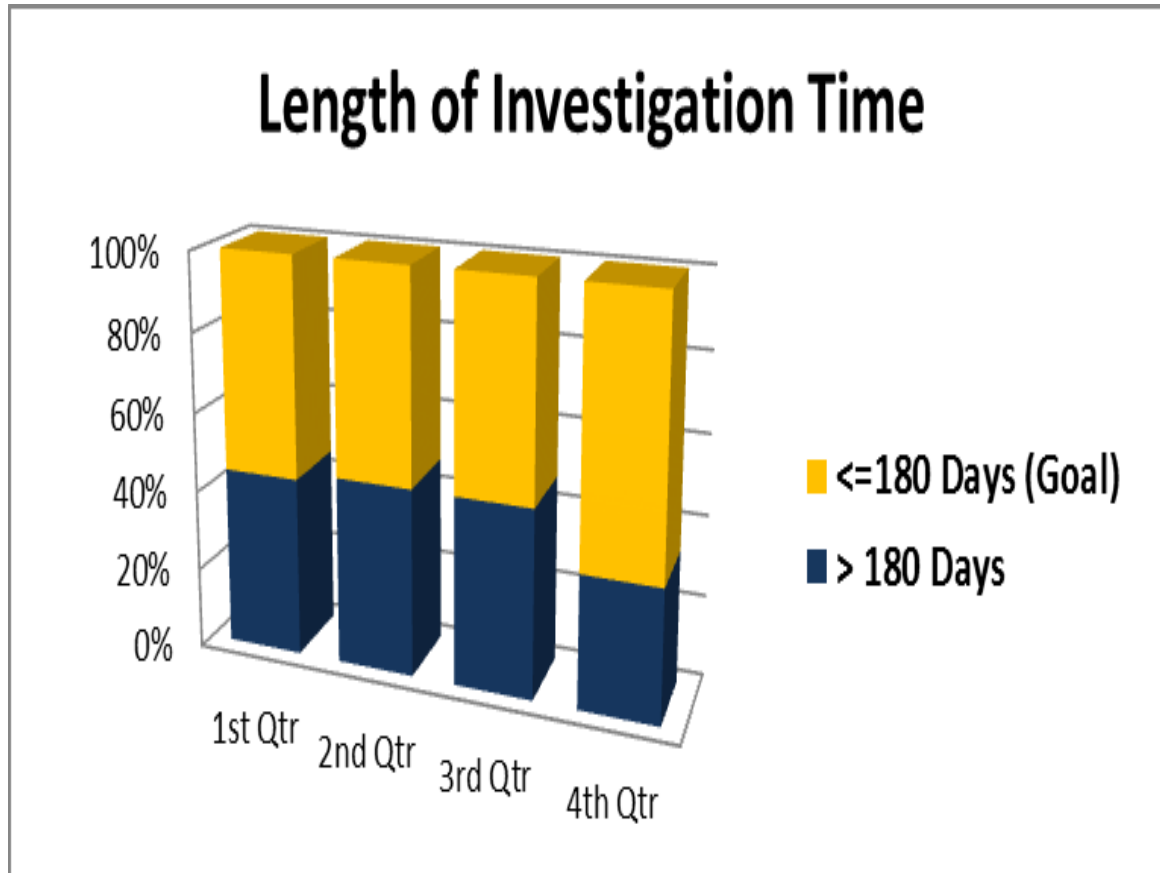
Civil Rights Division: Response Time



Civil Rights Division: Interview Time



Civil Rights Division: Investigation Time





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

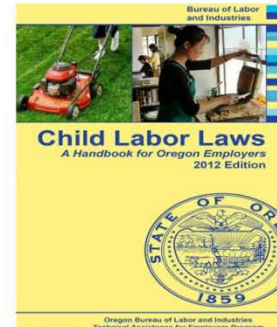
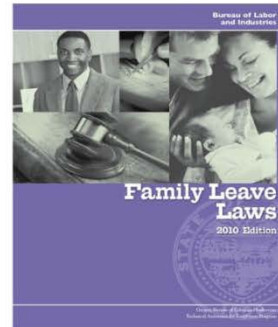
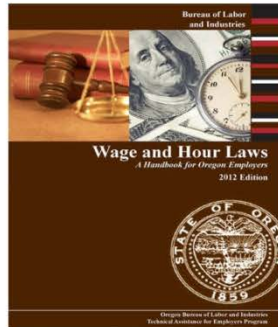
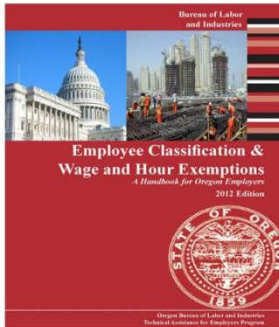
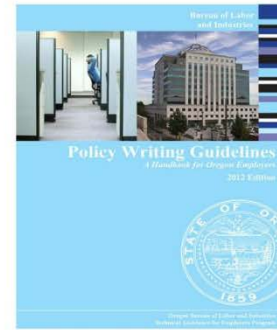
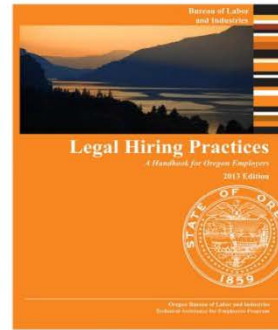
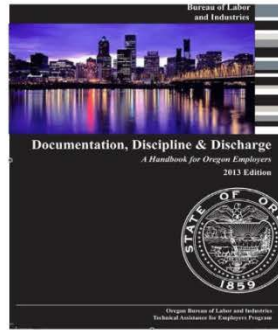
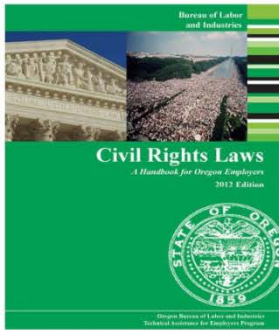
Posters and handbooks sold

78

Customized, on-site seminars



Tools for Oregon businesses



Highlights FY 2011-2012

- 6 new seminars
- 6-month New Supervisor Series
- 6-month series of seminars for state agencies at no charge
- 7 updated or new handbooks for employers
- More than 65 seminars took place outside of Portland last year, with 35-percent of all seminars in non-metro areas



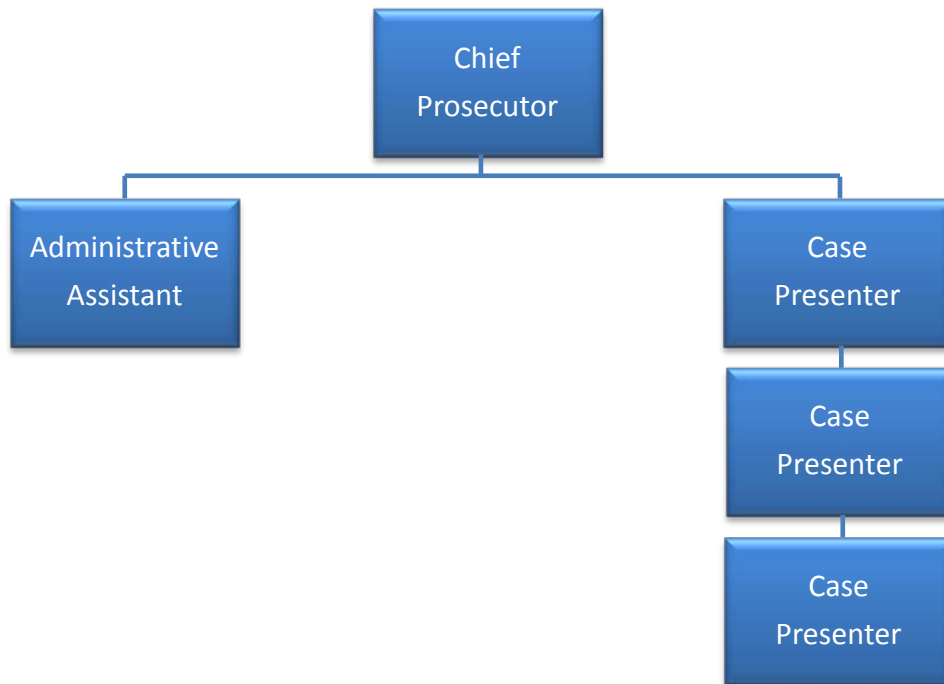
Statewide reach





Administrative Prosecution Unit

Administrative Prosecution Unit



The Administrative Prosecution Unit (APU) is responsible for processing the contested cases of the agency's Wage and Hour and Civil Rights Divisions at every step of the case pursuant to the Administrative Procedures Act (APA) and BOLI contested case hearing rules



Fast Facts

Hearing Locations



Presents cases to BOLI's Administrative Law Judge at hearing locations throughout Oregon.

Cases Processed



Processes an average of 140 cases annually.

Scheduling



Schedules contested case hearings within 30 days of receiving the case.

Cases Settled



Settled 82% of the cases assigned to it in FY 2012 without requiring a contested case hearing.

Efficiency

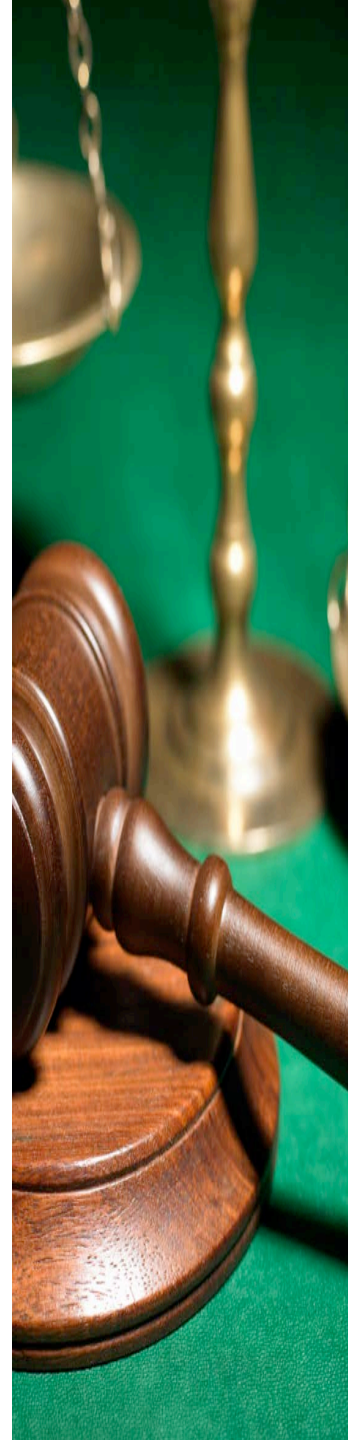
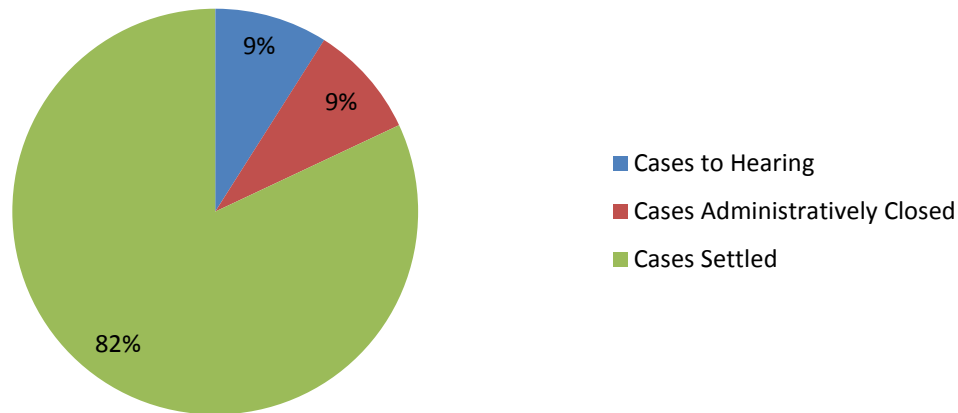


Reduced the amount of time to resolve cases by 30% in FY 2012.

Administrative Prosecution Unit Cases

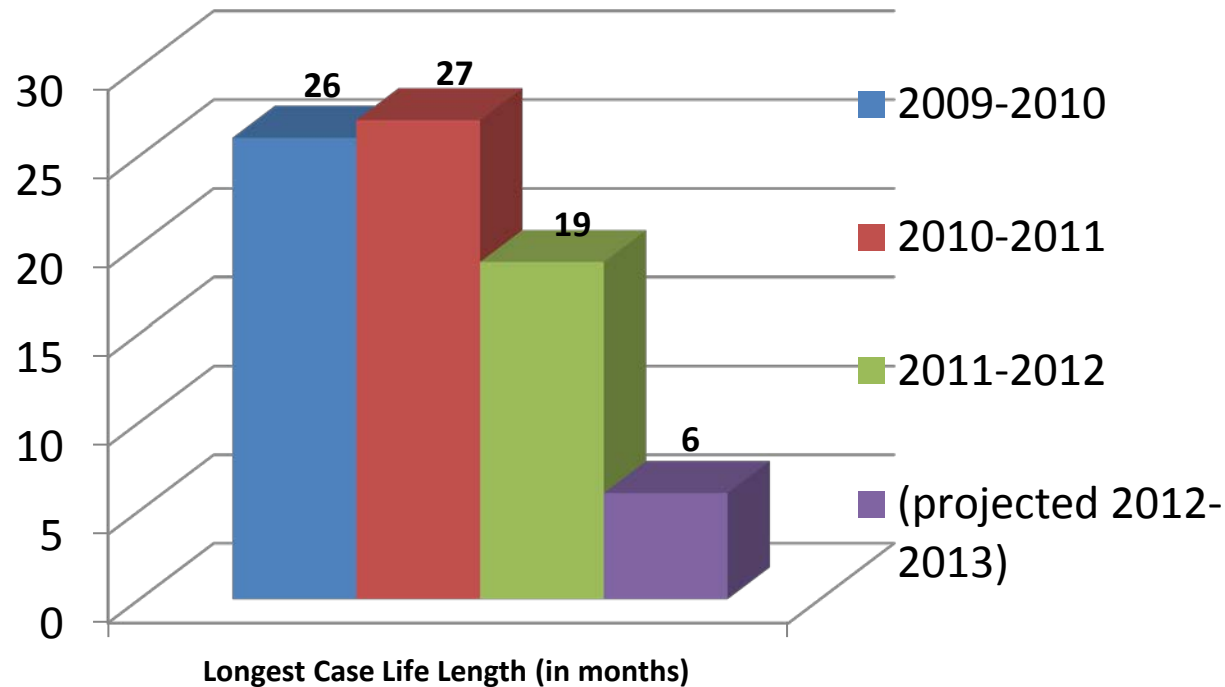
- Hearings can cost the State of Oregon upwards of \$7,000 or more.
- In FY2012, 82 percent of cases were settled without the need for a contested case hearing, saving taxpayer dollars.

**Cases to Administrative Prosecution Unit
(2011-2012)**



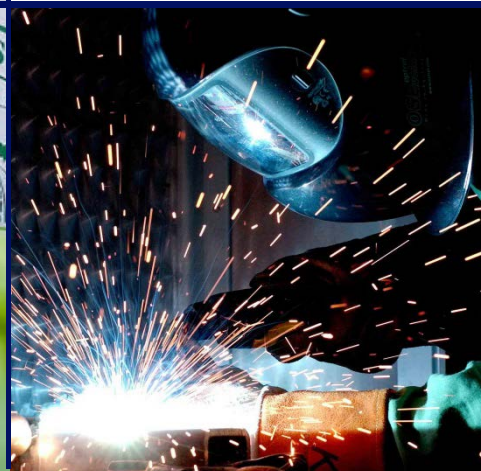
Administrative Prosecution Unit

In December, the APU began double-setting cases for hearing, similar to a circuit court docketing, to enable parties to achieve settlements or final dispositions more quickly.



The agency also plans to expand its use of pre-hearing mediation using existing resources made available in the reorganization.





Bureau of Labor and Industries

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