



OREGON BUREAU OF
LABOR &
INDUSTRIES

BOLI Overview

Christina Stephenson, Commissioner
Oregon Bureau of Labor and Industries
January 10, 2024



Agenda

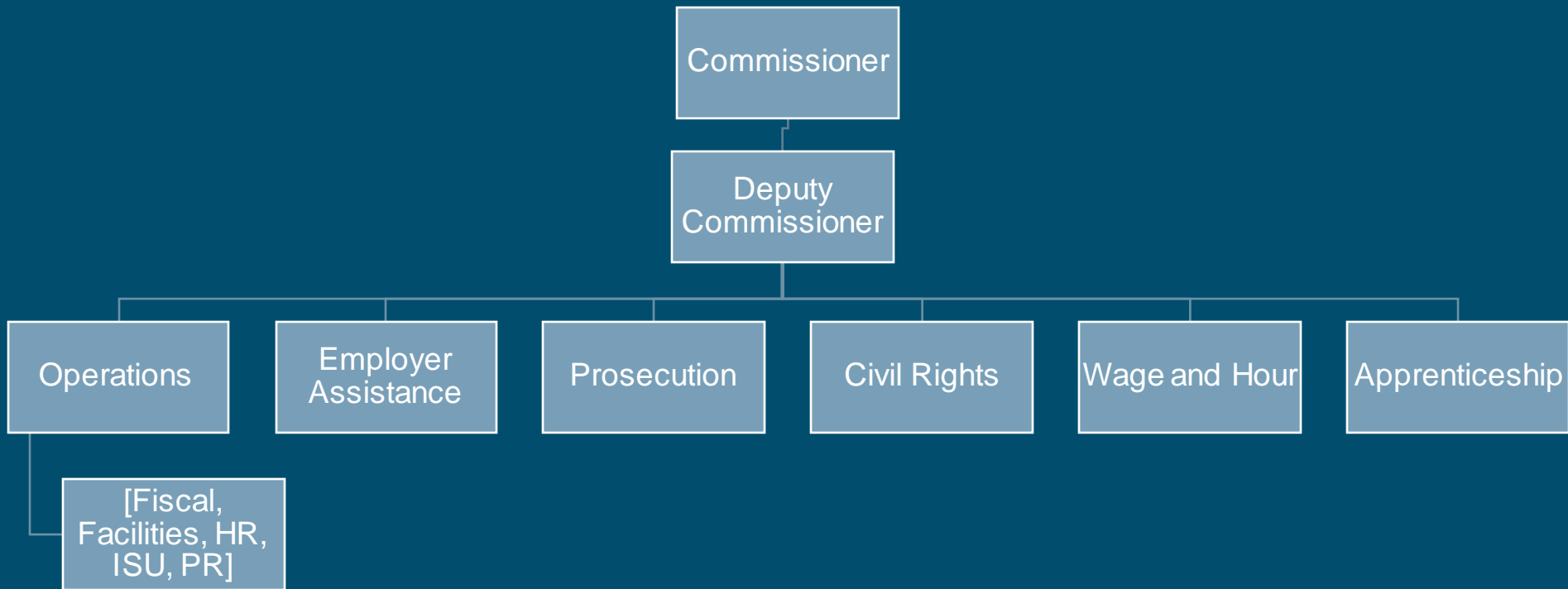
- Mission and structure of BOLI
- Major Challenges
- Claim Types and Timelines
- System Improvements
- Collections Challenges



Agency Role and Responsibility

- The Bureau of Labor and Industries (BOLI) helps deliver a highly-skilled workforce through registered apprenticeship programs and ensures that Oregon jobs are good jobs, where workers get paid what they are owed and have a discrimination-free work environment.
- BOLI provides training and confidential assistance to Oregon employers so they have the tools they need to comply with workplace laws.
- BOLI enforces Oregon civil rights law in public spaces and housing.





Major Challenges Facing the Agency

Backlog of
1,260
Civil Rights
Claims



*Down from 1,970

Backlog of
3,200
Wage Claims



*Down from 5,070
in 2022

Operations:
End-of-Life
Database
Public Records

98% backlog
ATD compliance
reviews



Agency Investments Over Time

BUREAU OF LABOR & INDUSTRIES TOTAL FTE



Strategic Enforcement

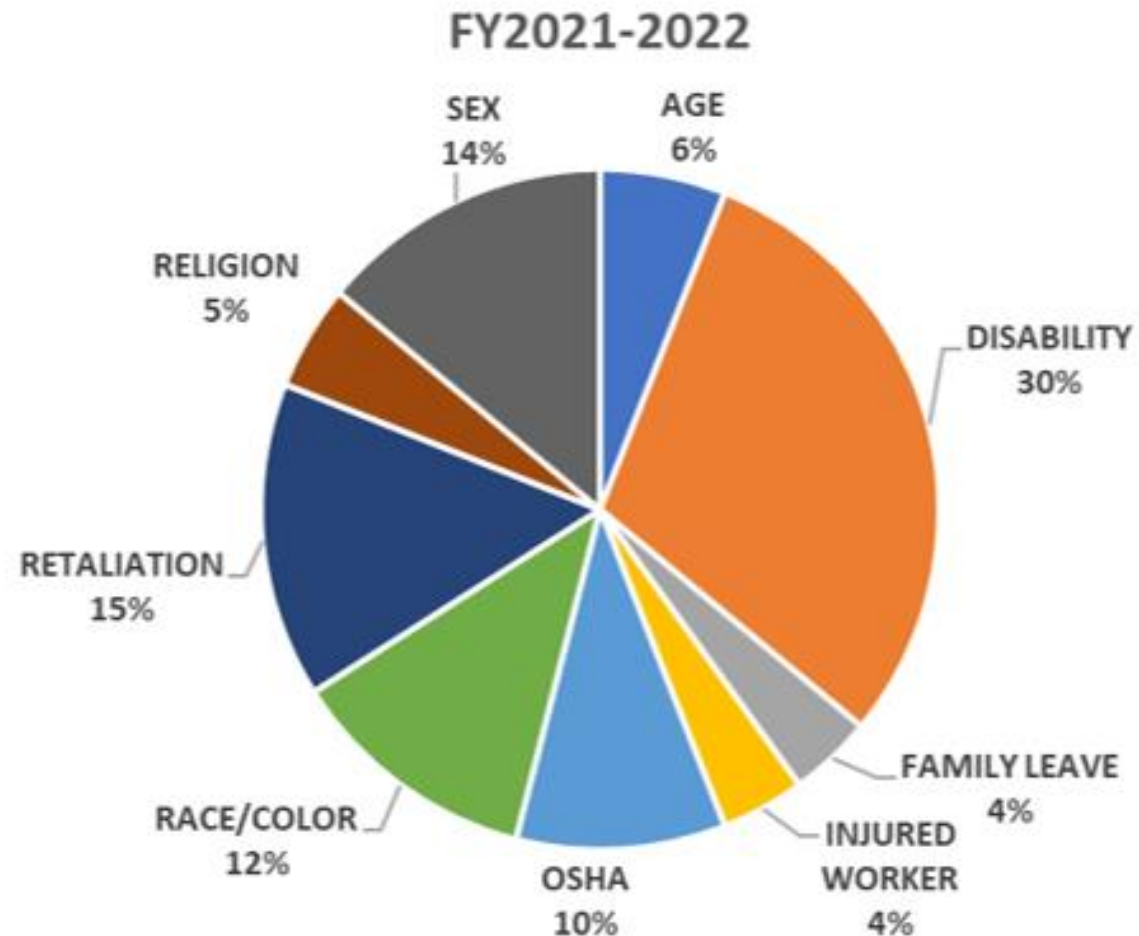
- Identify most harmful practices, actors, industries
- Prioritize repeat offenders
- Deterrence and systemic change



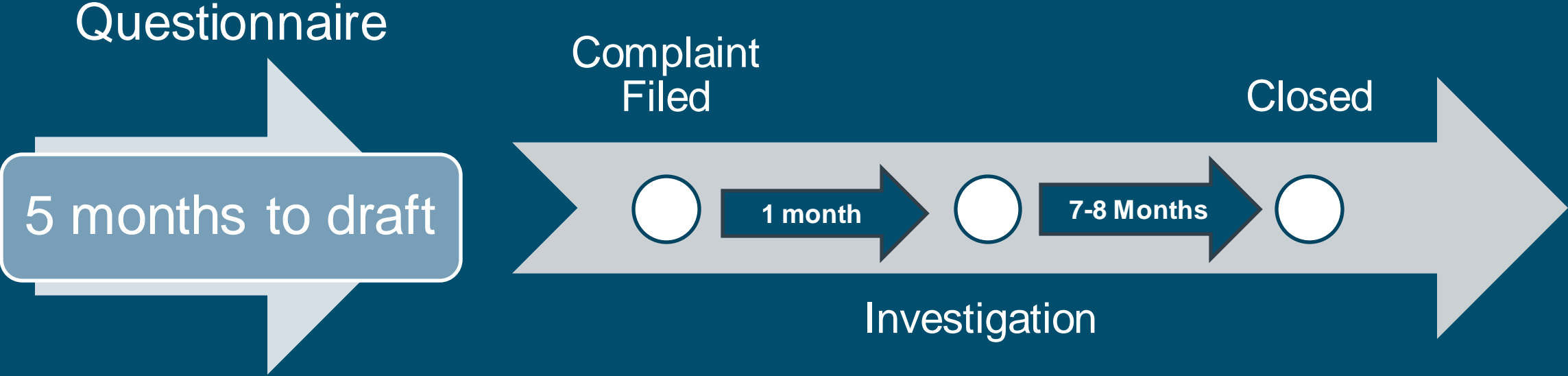
Civil Rights Division



Types of Cases Filed with CRD



Civil Rights Investigations



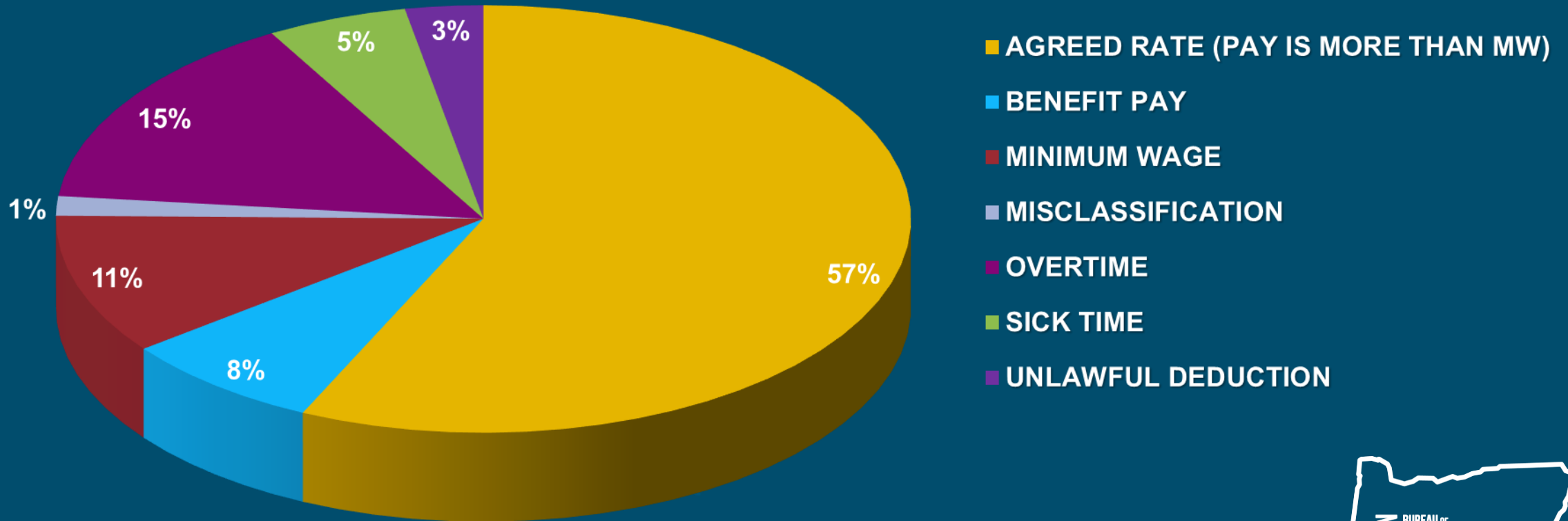
1260 backlog



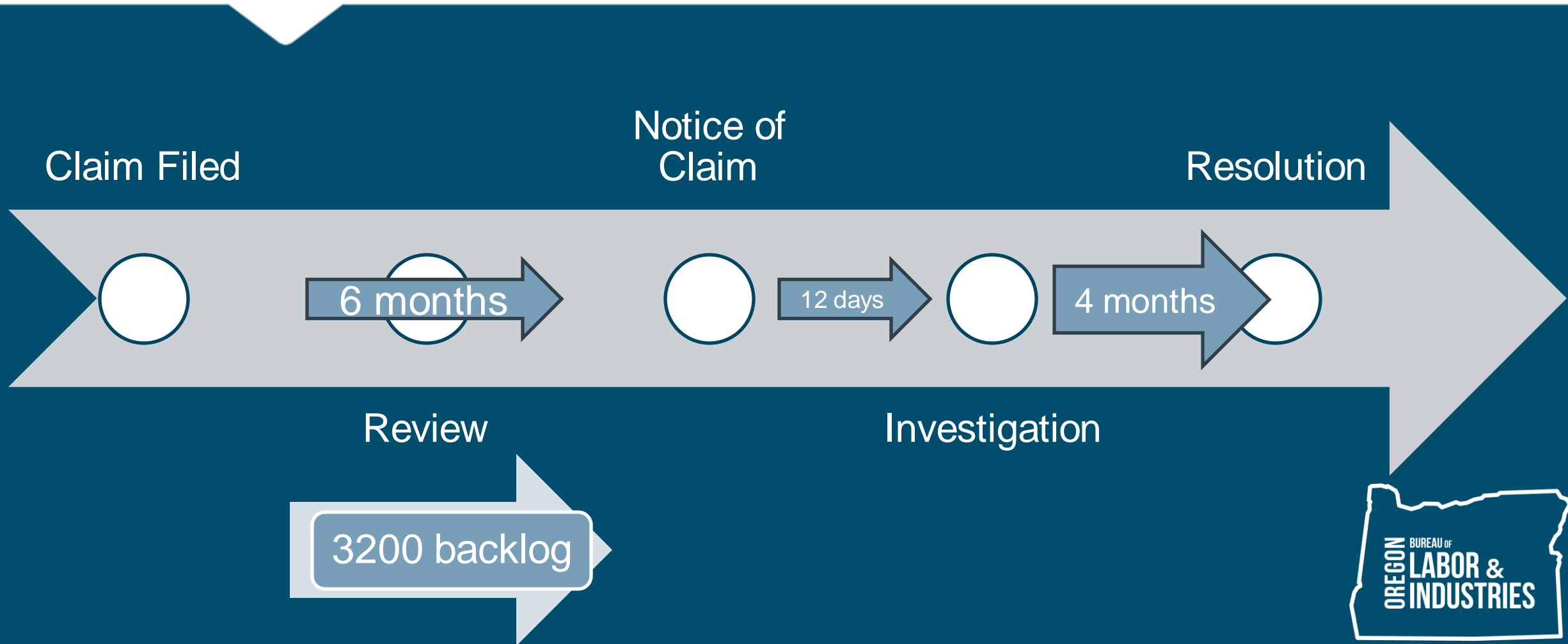
Wage and Hour Division



Types of Wage Claims Filed



Wage Claim Process




System Improvements – Former Portal

Filing a complaint

If your rights are being violated at work or in Oregon, you can file a complaint with us.

Learn more about the laws that protect you and your rights by searching for a topic in our [Help Center](#).

Which complaint should you file? Take this short quiz.

 [Take the quiz](#)


Complaint forms

Which complaint should you file? Take this short quiz or choose from the list below to complete an online form.

If you have questions, please email boli_help@boli.oregon.gov or call 971-245-3844.

Full list of BOLI complaints:

- [Wage and hour complaint](#) (violations of breaks, meals, sick time, and other laws) ([Violaciones de Reglas de Salarios y Horas de Trabajo](#))
- [Wage claim](#) (if you are owed money from your employer) ([Formulario de reclamacion de salarios](#))
- [Prevailing wage complaint](#)
- [Employment discrimination or retaliation complaint](#)
- [Cuestionario De Discriminacion En El Empleo](#)
- [Housing discrimination complaint](#)
- [Discriminación En Compra O Alquiler De Vivienda](#)
- [Public accommodations complaint](#)
- [Discriminación por Ausencia Protegida](#)
- [CRD Online Questionnaire Authorization Form](#)
- [FORMULARIO DE AUTORIZACIÓN DE CUESTIONARIO ELECTRÓNICO](#)

 [Take the quiz](#)

Investigation process

[Learn more about the process of a BOLI investigation and what to expect.](#)



System Improvements – New Portal



Welcome to the Oregon Bureau of Labor and Industries Complaint Resolution Center



Empowering Oregon's Workforce for Fair and Equitable Workplaces

If you find yourself facing injustice at your workplace, in public spaces, or in housing, we are here to support you.

Having Trouble?

Download the [complaint form](#) to fill out manually.



HELPFUL INFORMATION

- [Your Rights At Work](#)
- [Fair Housing](#)
- [Your Rights to Public Spaces](#)



THE INVESTIGATION PROCESS

- Wage and Hour Investigations ↕
- Civil Rights Investigations ↕



WHAT TO HAVE READY

- Filing against your employer ↕
- If you are owed wages ↕
- Witness information ↕



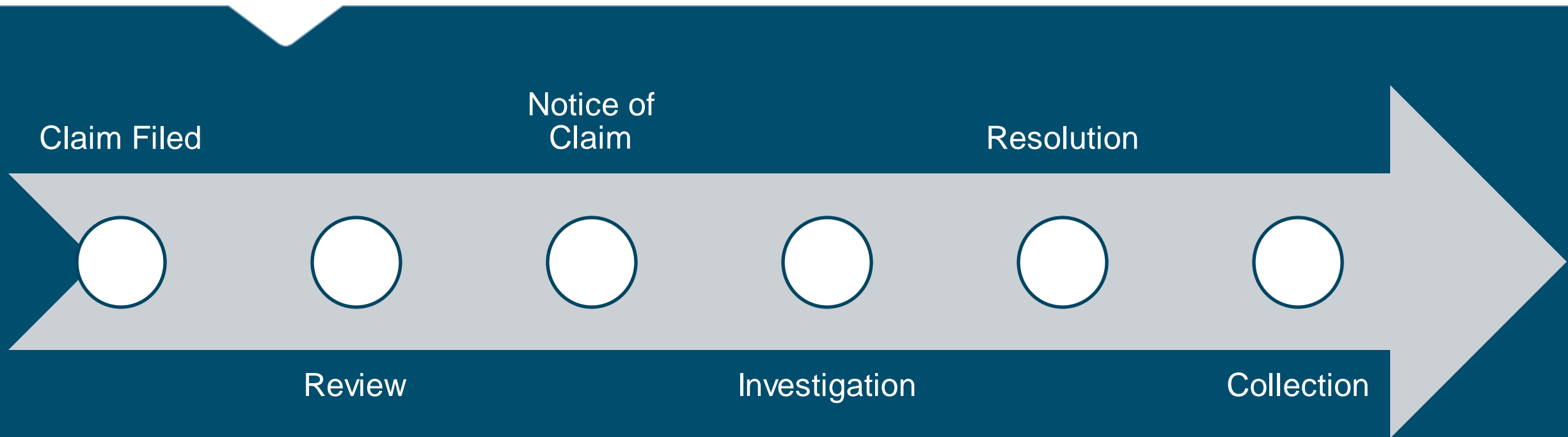
ACCESSING MY CASE FILE RECORDS

- You will receive a confirmation email after you have successfully submitted your form.
- If you need to request a copy of your case file, please submit a request [online](#) or email public.records@boli.oregon.gov.

[Start the Process](#)



Wage Claim Process



Collections (2015-2022)

Oregon's labor bureau unable to collect most wages and penalties employers owe

Analysis of valid wage claims from 2015-2022

Uncollected Collected

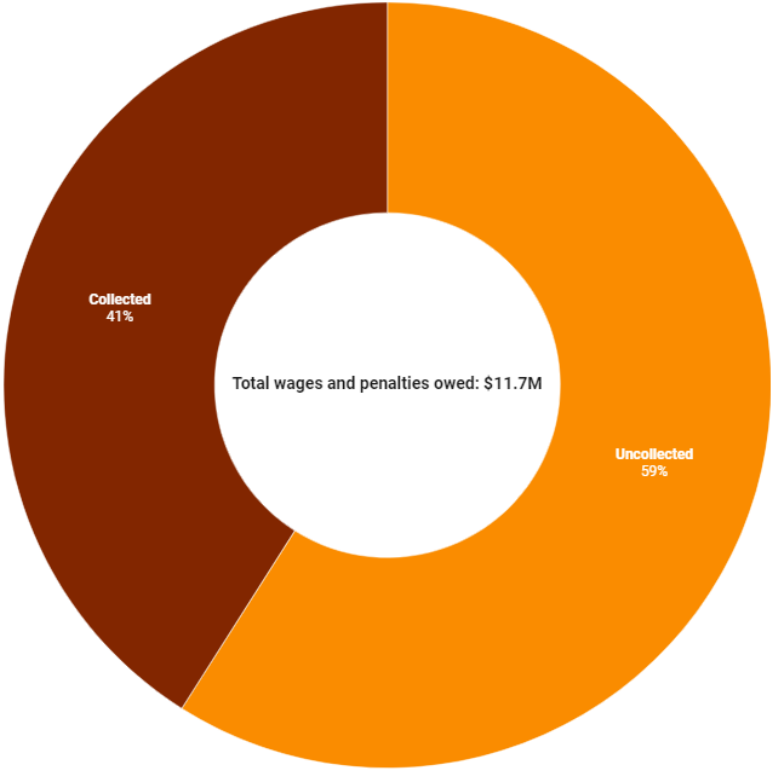


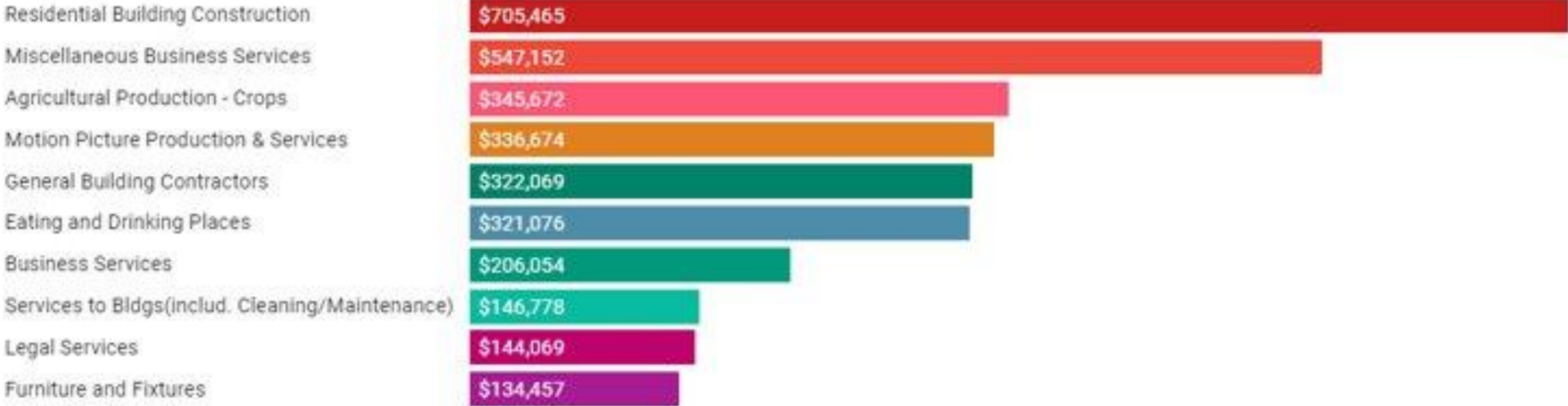
Chart: Kaylee Tornay • Source: Oregon Bureau of Labor and Industries • [Get the data](#) • Created with [Datawrapper](#)

Investigate West
12/4/23



Unpaid Wages and Penalties (2015-2022)

\$3.2 million in wages and penalties left unpaid in top 10 industries



Wage claim data from 2015-2022

Chart: Kaylee Tornay • Source: Oregon Bureau of Labor and Industries • [Get the data](#) • Created with [Datawrapper](#)



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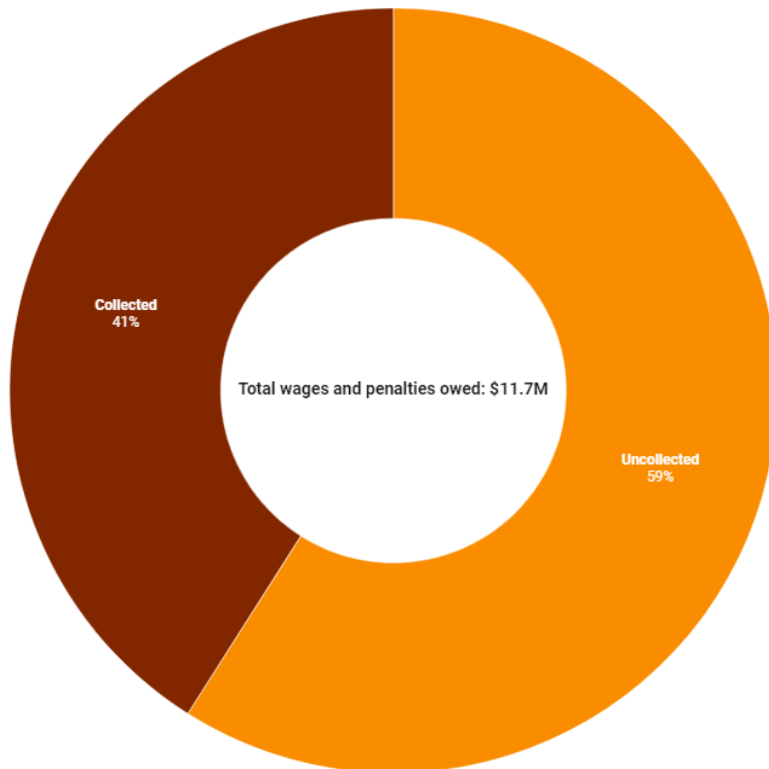


Chart: Kaylee Tornay • Source: Oregon Bureau of Labor and Industries • [Get the data](#) • Created with [Datawrapper](#)



Debt Uncollected Because:

- No asset companies or individuals
- DOR and private collections company unable to collect

Assets may have been moved;
company structure may have changed

Investigate West
12/4/23



Questions?



Minors at Work

Oregon employers may employ minors

Number of Employment Certificates Issued in FY23: 4,895

- **14-15 year olds**
 1. Adhere to required schedule
 2. Obtain free permit
 3. In acceptable occupations
- **16-17 year olds**
 1. Adhere to required schedule
 2. Obtain free permit
 3. In acceptable non-hazardous occupation
 4. Some hazardous work ok in certified apprenticeship or student learner
- **9-17 year olds**
 1. Agricultural only; see regulations
- **0-17 year olds**
 1. Entertainment only; see regulations



Child Labor Recent News Coverage

March 9, 2023

A New Child Labor Crisis in America

Migrant children are ending up in some of the most dangerous jobs in the country.

Transcript



WORKFORCE > WORKER SAFETY

New York Times Expose Finds More Child Labor in Food Plants

The lengthy Times investigation talked with 100 migrant child workers in 20 states.

Dave Fusaro
Feb. 26, 2023

Politics & Government

Proposed legislation would increase Michigan's penalties for child labor law violations

Michigan Radio | By Alvin (AJ) Jones
Published January 3, 2024 at 11:51 PM EST

FarmProgress

Bipartisan bill takes aim at child labor

Sens. Booker, Hawley introduce the Preventing Child Labor Exploitation Act.

Joshua Baethge
October 27, 2023 3 Min Read

The New York Times

Alone and Exploited, Migrant Children Work Brutal Jobs Across the U.S.

Arriving in record numbers, they're ending up in dangerous jobs that violate child labor laws — including in factories that make products for well-known brands like Cheetos and Fruit of the Loom.

By Hannah Dreier Photographs by Kirsten Luce
Hannah Dreier traveled to Alabama, Florida, Georgia, Michigan, Minnesota, South Dakota and Virginia for this story and spoke to more than 100 migrant child workers in 20 states.
hannah.dreier@nytimes.com @hannahdreier
Published Feb. 25, 2023 Updated Feb. 28, 2023

Business

U.S. to crack down on child labor amid massive uptick

By Nandita Bose and Mica Rosenberg
February 27, 2023 2:49 PM PST Updated 10 months ago

The Washington Post

ECONOMY

Child labor violations soared in fiscal 2023

The Labor Department found 5,792 kids working in violation of child labor laws in the fiscal year that ended Sept. 30.

By Lauren Kocot Galtay
Updated October 19, 2023 at 5:00 p.m. EDT | Published October 19, 2023 at 2:00 p.m. EDT

BUSINESS INSIDER

ECONOMY

The White House is cracking down on companies illegally using migrant children to fill the labor shortage as 15-year-olds pack Cheerios and 13-year-olds change your hotel sheets

Jason Lallier Feb 28, 2023, 7:22 AM PST

The New York Times

CURRENT EVENTS

Lesson Plan: A New Child Labor Crisis in America

In this lesson, students will learn about how migrant children work brutal jobs across the United States. Then they consider what they would do if they were president.

Share full article

U.S. Senate Add Topic +

POLITICS

Child labor violations are up 69%. Here's what Congress is doing to address it.

Rachel Looker
USA TODAY
Published 5:25 a.m. ET Oct. 26, 2023 | Updated 9:20 a.m. ET Oct. 26, 2023



Child Labor Investigations and Violations

- Number of Child Labor Investigations Opened in FY23: 148
 - 48 of the investigations were opened after a minor employee suffered an injury at the worksite.
 - 40 Resolved with Compliance Agreements
 - 37 Investigations still open
- Number of Child Labor Investigations Referred to US DOL in FY23: 23
 - These are cases where a minor employee suffered an injury at the worksite.
 - Involved hazardous occupations and/or minors under 16 years of age (most serious violations)



Overview of 2024 Committee Legislative Concepts 121: Relating to unlawful employment of minors

Currently when there is a substantiated violation of child labor law the penalties (which primarily benefit the common school fund) must be refunded if the employer pays the DOL a penalty related to the same factual circumstances.

This is true even, regardless of the amount of the penalty that the DOL imposes.

Restriction doesn't exist in any other area of dual enforcement



Questions?

