

New law requires large employers to give scheduling notices

By Jack Rubinger
The Southwest Portland Post

Good news is here for potentially thousands of retail, restaurant and hospitality workers in Southwest Portland and all over Oregon with the passage of the Fair Work Week bill (Senate Bill 828).

The bill was passed by the Senate (23-6-1) and the House of Representatives (46-13-1) earlier this summer and signed into law by Gov. Kate Brown on Aug. 8.

As an emergency measure, the law takes effect immediately.

This bill, championed by Rep. Ann Lininger (D-38), will help workers learn their schedules with enough advance notice to handle other key duties like earning a degree, or balancing a second job.

Lininger said she has worked many hourly wage jobs including at a restaurant, a theater, and a sand and gravel business, so she knows what it's like to punch the clock.

"This bill will help working parents have the advance notice they need to

arrange childcare. The bill must be approved by the governor before it becomes law. The advance-notice provisions are phased in so employers have time to adapt," said Lininger.

The United Food and Commercial Workers Local 555 had a big role in developing the bill, and they've been working for years on this issue.

"The modern scheduling system creates a just-in-time indentured workforce that leaves workers unsure how they're going to put food on the table and make the hours needed to ensure income for their families," said Jeff Anderson of UFCW.

The law, which only applies to companies employing 500 employees worldwide, is a step in the right direction for people like Hailey Anderson, a local server and bartender.

"I'm excited that the bill passed," Anderson said. "With the challenges of uncertain scheduling, it is difficult to plan for school, go to doctors' appointments, or have any kind of social life.

"I was used to calling in at 4 p.m. to find out if I'd be working that night and even then I might not get any hours. It's very frustrating because



Rep. Ann Lininger

you can't plan your finances and you can't have a second job. It'll be good to see employers incentivize employees with consistent scheduling."

Many workers in these industries have gotten used to "clopening," in which you're both closing up shop in the evening and opening for business the very next morning.

"The bill will make Oregon the first state to pass fair scheduling laws and do so in a way that is bi-partisan and reflects input from worker and employer advocates," said Amanda Dalton, legislative director of the Northwest Grocery Association.

The new law, in the first year, requires one week of advance scheduling which increases to two weeks the following year.

Spring Garden Park

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Childers and Arendes said they felt a voice was missing in previous articles in *The Post*.

"That voice was parents and children," Childers said. "We have had so many wonderful memories here," Childers said, "like ladybug walks for toddlers, star gazing, sledding, and open areas for dogs."

"There have been some [homeless] tents and disturbing night behavior from time to time," she said, "but we have a neighborhood watch program and the Office of Neighborhood Involvement provides resources."

"The park will soon be able to provide a space for seniors," Arendes said. "Sometimes the seniors outnumber the strollers in the area. These improvements, like gentle sloping walkways, will make it easier for all to access."

But when asked how a \$10,000 project turned into a \$2 million plan, the leaders said there was a smaller concept, the "Walker Macy design," of just over \$1 million but it didn't include such required items like drinking fountains, restrooms, and Americans with Disabilities Act accessibility.

"That, and inflation raised costs," Childers said. "Another factor was the incredible slope, addressing necessary drainage and water treatment, and pushing parking away from the main park area."

Childers and Arendes said that a master plan for Spring Garden Park was created 10 years ago with different people and different ideas. "It seemed conclusive then," Childers said.

Dolph Court is being widened to allow on-street parking, but on Spring Garden Street, parking will remain basically the same. Lighting will be directed downward to allow stargazers to continue watching the skies without light pollution.

The Post will continue to monitor the park's development as it approaches its grand reopening next June.

MASSAGE & WELLNESS WEEKEND

September 8th-10th



community education

Alexander Method Intro - Sep 9, 9am-1pm - \$95
Foot Reflexology Basics - Sep 10, 9am-5:30pm - \$ 170
Mind Body Connection - Sep 10, 9am-1pm - \$90
Shiatsu Introduction - Sep 10, 2-6pm - \$95

wellness

Guided Walking Meditation at Tualatin River National Wildlife Refuge - Sep 8, 9:15-11:15am - FREE!
Research in Massage - Sep 8, 7-8:30pm - FREE!
Dao Yin Stretch Class - Sep 8, 8-8:45am - FREE!



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Fall Term begins
September 25th

Stop Drop and Roll—with Life's Parenting Challenges

Remember the old fire prevention drill you learned in elementary school: stop, drop and roll? It also provides a useful parenting framework for how to deal with toddler-to-teen meltdowns and emotional firestorms.

Screen time, chores, homework—or even what socks to wear for a newly emboldened preschooler—can sometimes trigger an emotional meltdown for both parent and child. Before you know it, your child may be sulking, yelling, crying or taking things out on their younger sibling—or you!

Connected parenting is a name for a family of parenting approaches that emphasize the relationship you have with your child above any specific set of parenting skills. Instead of an authoritarian style based on fear ("Because I said so!"), we shift to a more loving, connected style of parenting and setting limits. -



Connected parents tend to do three things. First, they *connect* before they *correct*. When our kids are in a meltdown their brains essentially shut down and they are often unable to hear us. This is because the body's amygdala sounds an alarm and triggers a fight or flight response.

In *The Body Keeps the Score*, Dr. Bessel Van Der Kolk, calls the amygdala the brain's "smoke detector." Empathetic connection soothes children and brings their brains back online. "I know you are tired from school, but hitting your brother is never okay."

Next, connected parents *respond* rather than *react*. Reacting means that you meet your child's yelling with your own yelling, while responding involves acknowledging your child's feelings while holding your limit. "Life's not fair!" versus "I can tell you're upset about my decision."

Third, connected parents *make time* for 15-20 mins of focused and screen-free time with their kids several times a week, reassuring their kids that they are truly seen and heard.

Connecting with your child is emotional nutrition and benefits them socially, physically, and emotionally. In fact, kids with strong bonds have healthier immune systems and tend to want to please their parents. Even during life's more 'heated' moments.

When she isn't connecting with her son or traveling the globe, Angie Tanyi, MA, MPH, LMFT Intern, is an individual, couples, marriage and family therapist located in the Multnomah Wellness Center. Call for a complimentary consultation 503.200.0661 or visit www.AngieTanyiCounseling.com

3 Tips for Putting out an Emotional Firestorm:

- 1. STOP:** And try to connect *before* correcting
- 2. DROP:** Decrease tension and respond rather than react
- 3. ROLL:** Roll with life and make time to connect