

# State issues final rules implementing new minimum wage law

## A compromise between business and labor

By **PARIS ACHEN**  
Capital Bureau

Oregon's Bureau of Labor and Industries finalized new minimum wage rules Wednesday, requiring employers to pay a regional rate based on where the employee works more than 50 percent of the time.

The rules are a compromise between a proposal favored by labor groups and requests by business groups to base the rate on where the employer is located.

"I appreciate that both industry associations and min-

imum wage advocates stepped up to advise our agency's rule-making process," Labor Commissioner Brad Avakian said in a statement. "As Oregon raises its minimum wage for more than a hundred thousand workers next month, we hope that the rules will provide fairness to workers and employers alike."

The Legislature in February boosted minimum wage rates and set a schedule for increases with three different regional rates, based in part on the area's cost of living and income levels. Proposed rules that defined location of itinerant employees required employers to pay different rates if an employee worked in a different region for four hours or more.

Business groups opposed the rules because they said it required onerous record keeping.

### Tracking hours

Under the final rules, no additional record keeping is required for most employers, said Charlie Burr, labor bureau spokesman. When an employee works in multiple regions the majority of the time, the employer may choose whether to pay the employee the highest rate or to track the employee's hours by location and pay them different rates according to where they worked.

Delivery workers who report to and from the same location will be paid the rate of the region where they report.

Betsy Earls, vice president and counsel of Associated Oregon Industries, said the final rules are an improvement from what was originally proposed, but the guidelines still have shortcomings.

"Those are huge strides, so much better," Earls said.

Earls argued that lawmakers intended employer location to mean the location where the employee reports to work, rather than different pay based on where employees go during the day.

She said exempting delivery workers and not other workers that work in multiple locations from the rules doesn't make sense.

"There is nothing discernible about delivery workers except that they drop things off," Earls

said. "Those companies have to track hour by hour. That is pretty tough, and I don't the distinction is defensible. What if they're picking things up instead of dropping things off?"

### Series of seminars

The labor bureau will hold a series of seminars to help employers comply with the new rules.

The first-of-its-kind law takes effect July 1, bumping up the state's minimum wage from \$9.25 to \$9.75 in urban counties, and \$9.50 in rural counties.

In 2017, wage increases will diverge according to region.

The minimum gradually climbs to \$14.75 in 2022 in the Portland urban growth boundary, which includes

parts of Multnomah, Washington and Clackamas counties. It will rise to \$13.50 in Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco and Yamhill counties, and parts of Multnomah, Clackamas and Washington counties outside Portland's urban growth boundary.

In rural areas, the wage increases to \$12.50. Those areas include Malheur, Lake, Harney, Wheeler, Sherman, Gilliam, Wallowa, Grant, Jefferson, Baker, Union, Crook, Klamath, Douglas, Coos, Curry, Umatilla and Morrow counties.

The Capital Bureau is a collaboration between EO Media Group and Pamplin Media Group.

# Weston takes new role in King City

## Former Port business director also works as a consultant

By **EDWARD STRATTON**  
The Daily Astorian

Since separating from the Port of Astoria late last year, Mike Weston has kept his local home and popped up at various planning meetings.

Most recently, he provided testimony at a Clatsop County Planning Commission hearing Tuesday as the consultant on Richard Krueger's proposed 168-unit Bella Ridge Apartments in Miles Crossing.

Krueger's project is one of several Weston and his wife, Crystal, advise on through their company Frog Consulting LLC.

In his day job, though, Weston is the new city manager for King City, a small planned community southwest of Tualatin.

"I've always kind of been interested in city administration, in county administration, port administration along the same line," Weston said. "When I was in college, I first ran across a professor who said, 'You know, you should look into city administration, because in five to six years, there's going to be a huge turnover and no one's going to be there to kind of take it on.'"

Weston, 39, took over in March in King City, which he described as a less intensive, smaller community where he could get his feet wet and learn city operations. "And also, the way that the council worked together, and the unity that they had, and the vision they had for the city, was something that I admired and looked forward to participating in," he said.

After four years as a U.S. Navy SEAL, Weston went back to school, ultimately earning a master's in public administration from the University of Oregon.

Weston came to Astoria in 2006 as a planner for Clatsop County. He joined the Port as a property manager in 2010 and worked his way up to director of business development and operations by 2012. When Hank Bynaker resigned as Port director in 2013, Weston was appointed the interim replacement and asked to take on sev-



Danny Miller/The Daily Astorian  
**Mike Weston, consultant for the proposed Miles Crossing development, listens as Attorney David Noren speaks to the Clatsop County Planning Commission Tuesday at Astoria City Hall.**

eral other positions amid staffing shortages and a hiring freeze.

Late last year, Weston signed a separation agreement with the Port after becoming embroiled in a lawsuit during his stint as interim director with two former employees who accused him of abuse of power.

"I really liked the Port realm," he said. "I might make an entry back in there someday in my career. I don't know. But it was definitely one of the better experiences in my life, and it definitely furthered my career for what it was."

Weston said he and his wife took part in several proj-

ects in December and January that are now coming to fruition. He hopes to have his project for Krueger wrapped up next month.

"By then, I'll probably have one or two more in the hopper for public hearings," he said. "So my hope is, that here in the near future, I can get those all done."

While Weston and his family still live in Astoria, they plan on transitioning to the Portland metro area. "It's the lessons I've learned here that I will take with me for a long time, and hopefully I'll use to the betterment of my career, and hopefully to society," he said.

# CHIP-in event at Cathedral Tree Trail

The Daily Astorian

The next Astoria Parks and Recreation Department CHIP-in event will be held 1 to 4 p.m. Sunday at Cathedral Tree Trail head on Irving Avenue.

Volunteers will be tasked with trimming brush, removing old and decrepit structures and replacing a railing on a section of stairs. T-shirts, snacks and tools will be provided for volunteers at the trail head.

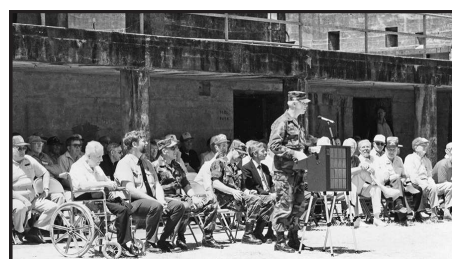
CHIP-in events are organized volunteer activ-

ities where citizens can make a difference through environmental stewardship. CHIP-in stands for Citizens Helping Improve Parks.

For questions or to volunteer, contact the department grounds coordinator, Randy Bohrer, at rbohrer@astoria.or.us or call 971-704-4812.

## FORT STEVENS PARK and FRIENDS OF OLD FORT STEVENS OBSERVE the JUNE 21, 1942 JAPANESE ATTACK on THE FORT

**SATURDAY AND SUNDAY, JUNE 18<sup>TH</sup> AND 19<sup>TH</sup>:**  
The 249<sup>th</sup> Coast Artillery Living History group will be at **Pacific Rim Peace Memorial located at Battery Russell** from **10:00AM-4:00PM**. They will wear period uniforms, show equipment and answer questions about Battery Russell and the attack.



Pacific Rim Memorial Dedication June 21, 1992 at Battery Russell. Over 150 Fort Stevens Veterans attended.

**TUESDAY, JUNE 21<sup>ST</sup>:** An interpreter will be at **Battery Russell's Pacific Rim Peace Memorial** from **noon-4:00PM**. Displays will provide details of the attack.

For More Information & Directions, call (503) 861-1470 or click on [www.visitfortstevens.com](http://www.visitfortstevens.com)  
This Event is Sponsored by  
The Friends Of Old Fort Stevens & Fort Stevens State Park

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