

Business &



FALL SCHOLARSHIP OPPORTUNITY

An Association of contractors within the Associated General Contractors (AGC), Oregon, is offering a generous scholarship opportunity to an African American high school graduate.

The student must be interested in pursuing a Bachelor's of Science degree in Construction Engineering Management (CEM) at Oregon State University.

The scholarship was established in an effort to address the disparity of African Americans in the field of Construction Engineering Management.

The student must be academi-

cally pre-paring com-parable hav- S A T high school transcripts with 2.8 GPA, ing com- and passed science

scholar-ship will cover tuition, books, fees instructional materials, and other expenses necessary for completion.

The Association will also seek to provide non traditional assistance

such as: assistance with OSU admittance process, guidance counseling, family and extended family orientation. Mentor relationships and employment opportunities in the field during summers and another vacations are also available.

Scholarships are awarded for 1 year and may be renewed annually based on performance for additional years (up to 5).

You need not be a 1998 graduate to apply but you must meet all other eligibility requirements.

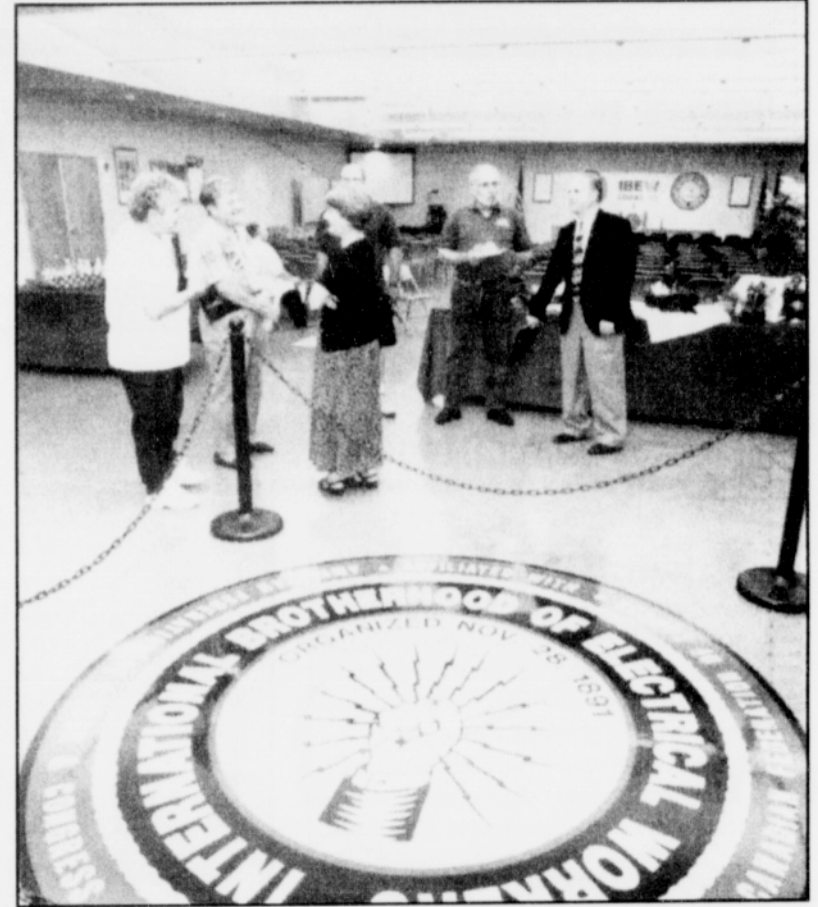
If you meet this criteria please contact FM Burch and Associates at 503-735-9455 for an application.

NECA and IBEW Local 48 Open Their Doors at Open House

To celebrate their new IBEW Local 48 Union Hall and NECA-IBEW Electrical Training Center, the Oregon-Columbia Chapter of the National electrical Contractors Association, and the International Brotherhood of Electrical Workers, Local 48 held a gala Open House in June featuring tours, speakers, refreshments, and applause from everyone who attended.

The event attracted NECA/IBEW contractors and electricians—both current and retired members—as well as a visit from National Joint Apprenticeship and Training Committee Director A.J. Pearson, who delivered the opening speech and praised the teamwork of NECA and IBEW Local 48 should be proud of what has been built here," stated Pearson.

"But you should be much more proud of the fact that you were able to build here because of all that you've done together to get to this point."



Construction Contractors to Receive Wage Survey

The annual prevailing wage rate survey is in the mail today and should reach employers in the construction industry during the second week of September. State law requires the payment of prevailing wages to workers on public works projects that cost \$25,000 or more.

The purpose of the survey is to determine the prevailing wages of non-residential construction workers in various trades and in various locations throughout Oregon. Wages in some trades can differ widely from company to company, from region to region. The survey covers wages on all non-residential construction projects, giving the bureau the data necessary to set a wage that fairly reflects the "prevail-

ing" wage in an area. The prevailing wage can be compared to a "minimum wage" for construction workers on public works projects. Workers may not be paid less than the prevailing wage, but employers can opt to pay them more.

Oregon law requires the bureau to conduct the annual survey.

The law also requires employers to respond.

The survey asks employers to select a peak week of employment between June 21 and August 15 and to record the location, type of construction, categories of construction workers, and their wages and fringe benefits on both prevailing wage and non-prevailing wage projects. Employers should return surveys within two weeks of receiving

them in the mail.

This is the third year that the bureau has surveyed Oregon employers. Results from the last two surveys have differed from previous federal surveys, effecting the prevailing wages of many trades. BOLI adjusted the prevailing wages only after examining and comparing the data from both years, confirming industry trends. Results from this year's survey assist the labor commissioner in setting the prevailing wages for 1999, effective January 1.

BOLI is contracting with the Oregon Employment Department to collect the data. Employers should send their completed surveys to the Employment Department, 875 Union Street NE, Salem, Oregon 97311.

Minority Business Coaching Offered

The Oregon Business Network is accepting applications for minority business coaching.

This six-month program, under a special pilot project funded through the Oregon Economic Development Department (OEDD), will select 10 minority businesses or individuals that are or want to be in business. This is special up-close and personal consulting.

A team of experienced business owners has been assembled for this

project.

The members are Roger Crabbs, President Host Publications, Inc.; Roy Jay, Executive Director of Oregon Business Network; Peggy C. Ross, President of Ross Business Development Group; Harold Williams President of CH2A & Assoc.; and Alan J. Zell, Ambassador of Selling.

For an application call Oregon Business Network at 503-244-5794 ext. 6601. Applications will be received through September 15, 1998. Selec-

tions will be made by September 30, 1998.

To qualify for acceptance into the program:

*The applicant must complete and return application postmarked by September 15, 1998.

*Be African American, Native American, Latin American or Asian/Pacific American.

*Be willing to complete the program prescribed following assessment by the counselors.

Bureau Proposes to Fine Taco Bell

The Bureau of Labor and Industries Wage and Hour Division has notified Taco Bell headquarters in Irvine, California that the labor commissioner intends to find the company \$32,000 for meal and break violations involving 16 minors. The 32 violations occurred throughout 1997 at the Taco Bell restaurant at 16300 SE McLoughlin in Milwaukie, and are in violation of a Consent Order the company signed in 1995 in which it agreed to abide by state wage and hour laws regarding employment to minors.

In 1994 and 1995, the Bureau of Labor conducted a compliance review of Taco Bell when

several minors filed wage claims and complaints concerning breaks and meal periods against its restaurants. After an investigation, the bureau proposed fining Taco Bell for failing to file employment certificates, failing to maintain adequate and accurate time records, and failing to make these records available to the bureau. The bureau sought \$18,000 in penalties. In a settlement agreement, Taco Bell agreed to pay \$10,000 without admission, and signed a Consent Order, promising to comply with the state's wage and hour laws in the future and to provide training in these laws—especially those

pertaining to the employment of minors—for its managers and managers in training in Oregon.

In July, 1997, the bureau received an anonymous complaint alleging that minor employees at the Taco Bell restaurant on McLoughlin Blvd. in Milwaukie were not receiving rest and meal periods. An investigation, which included interviews with several minor employees who had worked at the restaurant, revealed that Taco Bell did not consistently provide rest periods to its minor employees, often did not provide these rest periods within the required periods of time, and did not always permit its minor

employees to take a meal period when they worked six or more hours during a shift. Under Oregon law, minor employees must receive a rest period of at least 15 minutes during every four hour period of work.

Meal periods of at least 30 minutes must be provided to minors no later than five hours after they begin to work. Fourteen and 15 year olds must be fully relieved from duty; sixteen and 17 year olds must be paid for this time if they are required to work during the meal period. The current action involves rest and meal periods only, not the payment of wages.

Adjustments to Tax Payments Necessary for Federal Retirees

Retired U.S. government employees who reside in Oregon may need to adjust their quarterly estimated tax payments before sending them to the Oregon Department of Revenue by the September 15 deadline.

Due to a recent Oregon Supreme Court ruling, eligible federal retirees no longer have to pay Oregon tax on their federal pension. Those who worked for and retired from the U.S. Government prior to October 1, 1991, will not need to make quarterly estimated tax payments to Oregon on their federal pension.

"If, however, they receive income from other sources such as interest, dividends, or pensions not paid by the federal government, they may need to continue making estimated tax payments on these sources of income," advises Jim Bucholz of the Oregon Department of Revenue.

Federal retirees who worked for the federal government

prior to October 1, 1991, but who did not retire until after that date, must continue to pay taxes on that portion of their federal pension attributable to federal service after October 1, 1991. Bucholz explains that the department has devised a calculation for federal retirees to use when figuring their estimated tax payment.

The calculation is best described as an example: Joe began working for the U.S. Postal Service February 5, 1965 and retired November 16, 1995. He worked 320 months before 10-1-91, and 50 months after that date for a total of 370 months. In 1998, he received federal pension income of \$35,000. He can subtract 86.5% (320 divided by 370), or \$30,275 (86.5% x \$35,000) of his federal pension from Oregon income. In future years, he will continue to subtract from Oregon income 86.5% of his federal pension. He then will calculate his

estimated tax payment on the difference between \$30,275 and \$35,000 which is \$4,725, plus taxable income from all other sources.

Bucholz cautions that this advice is for Oregon income taxes only. "For federal income tax purposes, we highly recommend retirees contact their tax practitioner, or the IRS." The IRS's tax information number is 1-800-829-1040.

The changes to federal retirees' pension income comes from the June Oregon Supreme Court ruling on *Vogl v. Oregon Department of Revenue*, stating that Oregon must tax federal, state, and local government retirees equally.

The case is now before the Oregon Tax Court which must approve a remedy to federal retirees. That remedy likely will be a refund based on variables such as years of service, application of interest, and eligibility of federal retirees.

The Oregon Department of Revenue continues work on a process that will lead to efficiently issuing refunds to federal retirees, and awaits further direction from the Oregon Tax Court. The department is working to identify affected retirees and develop criteria to determine individual refunds.

For additional information, taxpayers may contact Tax Help at 503-378-4988. Spanish speakers may call 503-945-8618. For TTY (hearing or speech impaired only), the year-round toll-free number within Oregon is 1-800-866-7204. In Salem the number is 503-945-8617. These numbers are answered by machine only and are not for voice use.

Interested individuals also can check the department's web site at www.dor.state.or.us. The site has the latest updates and background on this topic.



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