

Company Retaliated

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because of Gonzales's and Lewis's complaints and "for no other reason."

The court also knocked down a cornerstone of Video Only's defense, finding as a matter of law that Video Only failed to exercise reasonable care to promptly correct the harassment. All this alleged conduct violates Title VII of the Civil Rights Act of 1964.

Gonzales and Lewis will be awarded \$500,000 of the total \$630,000 settlement. The remaining \$130,000 resolved a related suit alleging retaliation against Travis Herron and Dave Guralnick, two other Jantzen Beach employees who spoke out on behalf of Gonzales and Lewis.

In addition to the monetary settlement, Video Only agreed to implement anti-discrimination policies and procedures in its workforce.

The company will provide anti-discrimination training to all management and non-management employees in Oregon and at its headquarters store in Seattle-Southcenter.

The company will also provide periodic reports to EEOC on its compliance with the terms of the consent decree. The Oregon court will have jurisdiction to enforce the EEOC's settlement for the next three years.

"Our investigation discovered

harassment that engaged in the worst stereotypes and slurs about Blacks, Latinos and Jews, and that upper management actively participated in this behavior," said EEOC Acting District Director Mike Baldonado. "This is a major victory for Mr. Gonzales and Mr. Lewis, the employees who testified on their behalf and future employees at Video Only."

"The settlement should send a strong message that harassment based on race, national origin and religion has no place in the workplace, and that those who speak out against discrimination are protected by law from retaliation," Baldonado said.

EEOC Regional Attorney William Tamayo added, "The kind of heavy-handed intimidation Video Only employed led us to seek a pre-trial ruling. The court's June 11 finding affirms EEOC's position that retaliation designed to frighten employees from reporting or testifying about discrimination violates the law. These employees should be recognized for their courage in stepping forward."

Video Only, Inc. sells home entertainment video and audio equipment. The corporation has 18 stores located in Washington, California, and Oregon and has its headquarters in Seattle. The EEOC enforces federal laws prohibiting discrimination in employment.

Jobless Climbs to 4 Year High

Dashing hopes for young people

(AP)—The nation's unemployment rate climbed to a four-year high of 5.7 percent last month as employers cut 51,000 jobs, dashing the hopes of an influx of young people looking for summer work.

Payroll cuts weren't as deep as the 72,000 predicted by economists, however. And, job losses for both May and June were smaller than previously reported.

July's reductions marked the seventh straight month where employers eliminated jobs. The economy has lost a total of 463,000 jobs so far this year.

The latest snapshot, released by the Labor Department on Friday, showed a lack of credit has stunted employers' expansion plans and willingness to hire. Fallout from the housing slump and high energy prices also are weighing on employers.

The increase in the unemployment rate to 5.7 percent, from 5.5 percent in June, in part came as many young people streamed into the labor market looking for summer jobs. This year, fewer of them were able to find work, the government said. The unemployment rate for teenagers jumped to 20.3 percent, the highest since late 1992.

The economy is the top con-

cern of voters and will figure prominently in their choices for president and other elected officials come November. The faltering labor market is a source of anxiety

the housing, credit and financial debacles. Manufacturers cut 35,000 positions, construction companies got rid of 22,000 and retailers shed 17,000 jobs. Temporary help firms — also viewed as a barometer of demand for fu-

the economy lost 98,000 jobs, according to revised figures. That wasn't as bad as the 124,000 reductions previously reported.

More job cuts are expected in coming months. There's growing concern that many people will



A jobseeker rests during a July 27 employment test at a job training facility in Menlo Park, Calif. (AP photo)

not only for those looking for work but also for those worried about keeping their jobs during uncertain times.

Job losses in July were the heaviest in industries hard hit by

ture hiring — eliminated 29,000 jobs. Those losses swamped job gains elsewhere, including in the government, education and health care.

In May and June combined,

pull back on their spending later this year when the bracing effect of the tax rebates fades, dealing a dangerous blow to the fragile economy. These worries are fanning recession fears.

Seeking Donations

An account was opened today by Johnnie B. Williams as a donation account to help with the funeral costs for his grandson Johnnie J. Williams. Reference the Donation Account for Johnnie J Williams at any branch of US Bank.



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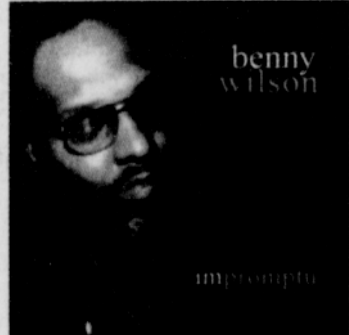
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Music was His Passion Ervin "Benny" Wilson

Ervin "Benny" Wilson, a loving husband, son, father, and friend departed this earth on July 29, 2008, at the age of 65.

He was born to Myrtle and Ervin Wilson on March 12, 1943, in Lubbock, Texas. At a young age, Benny and his family moved to Eugene. There he attended South Eugene High School. As a boy, Benny discovered his gift for music and honed his craft by playing instruments in the church, where his father was the pastor. Following high school, he moved to the Portland area to pursue his career in music.

Music was Benny's passion. His mastery of the piano, the Hammond B3 Organ, and the key-



boards was enjoyed by all.

With a music career that spanned from Portland and throughout the U.S., Benny worked with the Memphis-based Stax Records and artists such as Rufus Thomas, Millie Jackson, Nancy Wilson, Candi Staton, and Jim Pepper. He can be heard on

the recording of the Mel and Tim's 1970s hit "Caught You with Your Backfield in Motion."

A significant amount of Benny's career was spent in venues around Portland where he worked with the likes of Mel Brown, Shirley Nannette, Norman Sylvester, and the late Dewey Taylor. Benny also enjoyed the success of a solo recording "Impromptu", see cdbaby.com/cd/bennywilson.

Besides the work he loved so much, Benny enjoyed movies and television, reading the newspaper and books, traveling to the coast and going on road trips, and last but not least, Benny loved his family and pets.

Benny had an ability to warm your heart, brighten your day, and inject goodness into the lives of people he met. There was never a stranger that he couldn't have a conversation with. He will be greatly missed.

Benny leaves to treasure his memory: wife, Terry; his daughter, Shannon Grant; sons, Scott Wilson-Carr and Kenneth Powell-Wilson; step-daughter, Jodi Williams; step-sons, Bill Carr, Jr., and Craig Carr; and 7 grandchildren, Ashley, Madelyn, Jacob, Calvin, Emma, Dominique and Donovan; parents, Rev. Ervin and Myrtle Wilson; and a host of relatives, family and friends.

Disabled Child Awaits Adoption

Terry is a very happy go lucky 12 year old boy with a great sense of humor. He is of an average height and weight for his age with light brown eyes, light brown hair and with a medium fair skin tone. He enjoys being outside, camping, playing sports, and studying marine animals.

Terry has been diagnosed as autistic and mild mental retardation and is receiving



Terry

disability services. He is attending school fulltime and is doing well in that setting and with his academics.

The family who adopts Terry will need to be loving, energetic, and able to provide him with some structure and routine.

Terry may need to be involved in counseling and other community resources which may be beneficial in assisting him to cope with the changes in his life.

Terry has the ability to develop healthy relationships with children of all ages, but he may be a better fit in a family who has only older children.

This child is one of approximately 300 Oregon children available for adoption through the state, generally because of abuse and neglect.

For more information on the availability of this child or on how to become a foster or adoptive parent, contact the Special Needs Adoption Coalition at 503-542-2392 or the Department of Human Services at 1-800-331-0503.

Financial Forum

How Would You Handle a Layoff Or Early Retirement?

BY RICK L. LEE

Difficult economic times have led to layoffs, early retirements and more employees who must decide what to do with their retirement plan assets when they leave their company. What's more, recent tax-law changes make the decision-making process even more complex by providing more options than ever before.

Employees leaving their jobs generally have four options with their retirement plan assets: 1) receive them in a lump sum; 2) leave them in the former employer's plan; 3) move them into a new employer's plan; or 4) roll them over into an Individual Retirement Account (IRA).

A lump-sum distribution likely will be the most costly option because the withdrawal will be subject to income taxes and possible IRS penalties. And keep in mind your employer will be required to withhold 20 percent of the distribution and send it to the IRS as a prepayment of the taxes that will be due. While some special strategies may apply if you choose to receive a lump-sum distribution, these are typically used in cases of retirement, not mid-career job changes.

If you are tempted to spend

your retirement plan simply because it is not a lot of money, leaving it with your former employer can keep those assets locked away for the future. However, you will continue to be limited by the employer's investment alternatives when you leave assets in that plan, which may limit your flexibility to develop an effective retirement-planning

strategy. Your former employer's plan also will control when and how you access your retirement savings in the future. This may mean that distributions become available at some predetermined age, such as 62 or 65, and that those distributions could possibly be available only in limited amounts over a specified number of years.

Beginning this year, these barriers will be eliminated and you may be permitted to move assets between different types of retirement plans as long as you have willing employers on both sides.

Another alternative is to move

different types of retirement plans as long as you have willing employers on both sides.

If you're looking for maximum flexibility with your retirement-plan assets, a rollover IRA can provide the same tax-deferred advantages as leaving those assets with your former employer's plan or moving them to a new employer's plan. The benefit of rolling the assets into an IRA is that you gain access to a wider

variety of investments and can take greater control of your income options. You will have access to the money in your IRA when you need it. In addition, IRA withdrawals before age 59½ can be structured in a way that the distributions are not subject to the 10 percent IRS early withdrawal penalty.

A rollover IRA also provides opportunities for other planning strategies, such as converting to a Roth IRA if you qualify. Roth IRAs potentially provide tax-free accumulation of earnings on your retirement savings and minimum distributions are not required at age 70½, as they are with traditional IRAs.

If you think you may find yourself in one of these situations, it may not be a bad idea to discuss your options with your financial advisor, before you find yourself in a position where you must take action on how to handle your retirement-plan distribution.

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