

## Investigation

continued from page 3

He said he was fired when managers told him he wasn't suitable for the new position – a position he did not want to fill. He had been told he could not make more than three mistakes in a month – however minor – or be fired.

"We can't comment on Mr. Murray's performance, why he was moved into another role or why he was separated," Krum said. "His supervisor met with him regularly to ensure that he was being given the appropriate resources and training to succeed."

### The No Call No Show That Wasn't

Willis says his troubles also began when he started questioning procedures and policies during meetings that were designed for such a purpose. According to Krum, Starbucks has an "open door" policy for such ideas.

"Most of my issues came in meetings," he said. "They'd say they were trying to empower us ... but when we brought issues to them ... it seems like they always stuffed them under the rug."

When he was fired for his "no call, no show," that he denies happened, he said he applied for unemployment and was granted it by the state, until Starbucks appealed the decision. He said he didn't have the funds to pay for either the appeal fee or to mail and produce copies of his records. He is now being forced to pay back more than \$5,447 he received in unemployment insurance compensation that he says was used to pay bills and other living expenses.

Starbucks says they maintain resources for employees to report con-

cerns and mismanagement.

"In addition to the various hotlines and other resources for partners to report concerns, including anonymously, we survey our partners regularly throughout the company," according to Krum. "All partners at Tazo had the opportunity to respond to an anonymous survey last year. ... As far as we know, neither Mr. Shabazz nor any other individual at the plant has raised this as an issue. When our partners raise complaints we promptly investigate and seek to resolve their concerns."

### Investigation

BOLI spokesperson Bob Estabrook says an investigation into a complaint of employment discrimination can take anywhere from 5 months to a year, with lots of variables. Many cases will be dropped by complainants before they reach a conclusion, for a variety of reasons, he says.

After an investigator completes their investigation, the file is given to a compliance manager, who reviews the case and makes a determination. The file – if a complaint is deemed to have validity – is then moved to the Administrative Law Process, which resembles a civil or criminal court. After a trial is conducted, where both sides can call witnesses and submit evidence, a decision is made by one of BOLI's administrative law judges.

That decision is presented to the BOLI commissioner, who signs off – or doesn't – on the final order of judgment.

BOLI investigates about 2,000 complaints a year, the vast majority of them labor-related.

## YOUR BEAT

EYES ON THE STREET

### BaseRoots Theatre Performs 'Pantomime'

BaseRoots Theatre will be performing a reading of "Pantomime" by Derek Walcott at 8 p.m. on Feb. 11 and 12 at the Blackfish Gallery, 420 NW 9th Ave. in Portland. The show features performances by Bobby Bermea and Jonah Weston, directed by Wendy Wilcox.

The show features two men on the island of Tobago off the coast of South America, involved in a pantomime about Robinson Crusoe and Friday. One is an English song-and-dance man trying to get back on his feet; the other his servant, a former musician from Trinidad.

The comedic play covers the grounds of Robinson Crusoe, but speaks more about colonialism, and the relationship between colonizer and colonized – White and Black.

### Lacrosse Team Hosts Free Clinic

On a wonderfully warm afternoon last Saturday, the University of Portland's men's lacrosse team hosted an Eastside Portland Lacrosse Day at their new on-campus home field. Coach Mike Wilkerson and his UP players taught the kids a variety of lacrosse skills, before taking traditional powerhouse Western Washington University to school in a season-opening 6-5 win. The free clinic drew 50 boys and girls – some returning players and others who got to see a lacrosse game for the first time. "I just really like that school and the people involved there," said parent Tresa Pearson whose son Quinten is in his third year of lacrosse. "Benjamin had fun yesterday at U.P., and watching the game helped me to understand the sport better. Great Job!" said Reuben Gilmore.

### Daycare Supporters March on Capital

Supporters of Oregon's Employment Related Day Care marched on the state capitol Wednesday to protest the governor's recommendation to cut funding to the program.

ERDC helps families with incomes below 185 percent of poverty (about \$40,800 per year for a family of four) pay for child care. Supporters say the program helps children succeed in school and allows parents- who represent a large portion of the workforce- to work.

Coverage at a child care center costs parents on average over \$20,000/year for two children (one infant and one toddler). This is more than a single working parent makes at minimum wage in a year. Without ERDC, the 10,000 parents currently receiving assistance will lose their childcare, making it difficult for them to stay employed. According to DHS, any cut to ERDC will most likely increase the number of families seeking help from Temporary Assistance for Needy Families (TANF), a more expensive program than ERDC.

### Clark College Honors Student Athletes

They are leaders on and off the basketball court. Now, student athletes Derek Owens and Deborah Simmers have been honored as the December 2010 "Athletes of the Month" at Clark College. Derek Owens came to Clark College from Tempe, Ariz. Head coach Mike Arnold says, "His poise and playmaking ability have helped the Penguins get off to a 7-4 start this season, and his 4.5 assists per game place him seventh on the NWAACC leader board for assists." Deborah Simmers came to Clark from Anchorage Christian in Anchorage, Alaska. Head coach Nancy Boone says "Deb's game-high 29 points propelled Clark to a 2-1 start in Western Division. Her aggressive and athletic play has allowed her to average 14 points, 6 rebounds, 3 assists, and 2.6 steals over her first 11 games."

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