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tive director of the Bird Alliance of Oregon.

The National Audubon Society, the nonprofit dedicated to protecting birds and their habitats, took its original name from Audubon, an American artist, adventurer and naturalist best known for his stunning watercolors of American birds.

But Audubon was also a slaveholder who opposed abolition and desecrated the graves of Native Americans, a legacy which still causes harm today, Wells said.

Other local chapters, including those in Seattle, Chicago and Detroit have also changed their

names, citing the same reasons.

The National Audubon Society, however, has decided to retain the Audubon name and instead spend \$25 million on diversity, equity and inclusion efforts.

The American Ornithological Society said in November that birds in North America will no longer be named after people because some bird names have associations with the past that continue to be exclusionary and harmful.

The organization said this year it would start renaming approximately 80 bird species found in the U.S. and Canada.

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million into the Economic Equity Investment Program to support the building of affordable housing throughout rural Oregon, and it would elevate small business development, resources and training for entrepreneurs operating in the Warm Springs and Umatilla reservations. It would also provide matched savings programs in rural and urban Oregon to help families invest in the future.

We also are making childcare infrastructure a priority, and the secretary of state's minority women and veteran-owned business registration program, so that we actually know where women veterans and minorities are owning businesses – we're supportive of that. We're also supporting the Oregon Individual Development Account and the Newcomer Humanitarian Investment Program.

There seems to be a

growing push to view childcare as part of basic infrastructure.

I think that's how we've got to look at childcare. If we want people to fully participate in the workforce, we have got to allow single parents to be able to fully participate and that only happens reliably when people have reliable healthcare. We've got to do more to ensure that there's more childcare centers, that childcare is affordable, and that we're also supporting in-home childcare providers and providers who are culturally responsive.

The Skanner: You are limited to introducing two bills during a short session. What are yours?

Rep. Nelson: Both are healthcare-related. House Bill 4088 is a bill addressing hospital worker workplace violence that I worked on with Rep. Boshart Davis. It will require more

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preme Court's decision in Ledbetter v. Goodyear Tire & Rubber Co., which stripped protections against pay discrimination.

"The Lilly Ledbetter Fair Pay Act reinstates prior law and emphasizes that pay discrimination claims based on sex, race, national origin, age, religion, and disability 'accrue' whenever an employee receives a discriminatory paycheck," Biden remarked. "This is a crucial step in rectifying historical injustices and creating a fairer future for all."

Building on the law's foundation, the Office of Personnel Management (OPM) is finalizing a rule to eliminate the consideration of an individual's current or past pay when determining federal employee salaries. Simultaneously, the Federal Acquisition Regulatory (FAR) Council proposes measures to prohibit federal contractors from seeking and considering applicants' compensation

history during the hiring process.

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not just statistics; they represent real challenges that demand real solutions," Harris emphasized. "Our actions today are a commitment to building a more equitable future."

The Department of Labor's (DOL's) Office of Federal Contract Compliance



AP PHOTO/RUDOLPH FAIRCLOTH

Black History: Schools Integration

Three African-American undergraduate students, admitted to the University of North Carolina, check their grades between semesters at their home in Durham, North Carolina on Feb. 8, 1956. The three have enrolled for the second semester without any campus reaction. They are left to right: John Brandon, and Leroy and Ralph Frasier, brothers.

transparency around workplace violence, logs that hospitals keep. It will also create a grant program that will help support hospitals in creating systems or that will help them to install things like metal detectors, if that's something they would like to do.

The big part of it will be increasing the penalties for assaulting a healthcare worker in Oregon from a misdemeanor to a felony. In Washington state, that's already the case. And it's something healthcare workers in Oregon have been asking for.

I haven't worked in an ER in years, (but) I've been hit dozens of times over the course of my career as a healthcare worker. Many healthcare workers report the same, that they get hit all the time, that assault is all too common. It's

something that needs to change.

The Skanner: Why do you think we're hearing reports of increased violence against healthcare workers?

Rep. Nelson: Oftentimes it's patients who

“House Bill 4088 is a bill addressing hospital worker workplace violence

may be in crisis, they may be overly emotional, they may not know exactly what it is they're doing. They want to leave, but healthcare workers push back when patients want to leave. If they're in the throes of addiction they're more likely to hit healthcare workers. I know a lot of healthcare workers, and with the Covid-19 pandemic, it seems like the public lost a lot of trust

in healthcare workers, especially as it relates to the whole push to get vaccinated. And folks who I talk to who are working at the bedside and have worked at the bedside for years say that the violence against healthcare workers got noticeably

worse since the start of the Covid-19 pandemic.

People are having a visceral reaction to anybody who they believe is infringing on their rights, whether that's telling them they need to wear a mask or telling them that visiting hours are over.

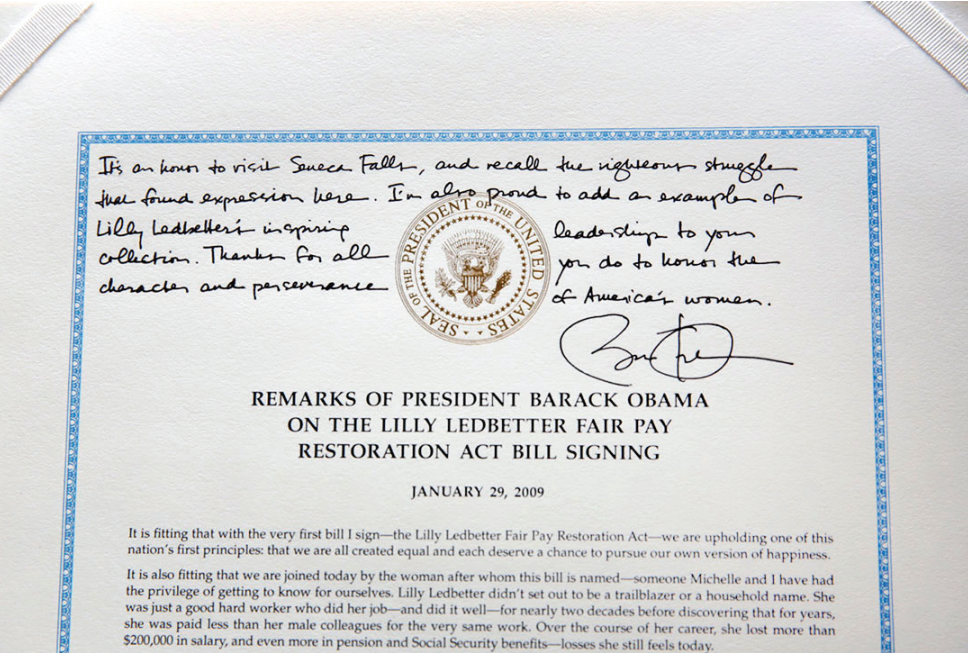
The Skanner: And your other bill?

Rep. Nelson: HB 4089 focuses on financial transparency for hospi-

tals. Part of it relates to worker protections: It would increase the minimum wage for being on-call or standby for an hourly hospital worker to minimum wage, because currently there's no floor for that pay in the state of Oregon.

Nurses, respiratory therapists and other hourly workers, in addition to their 40 hours a week, sometimes are required to take calls, which could be another 10, 20 hours a week. That's time that they are required to be on the hook for the hospital, should the hospital call them in. So you might be on call one day from 12 p.m. to 6 p.m., and there's no minimum rate for pay for that time that you're on call. At a lot of hospitals, they pay three, four, five dollars an hour.

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PHOTO/NPFA

Programs will also provide guidance to clarify existing protections against discrimination in hiring or pay decisions for federal contractors.

"Today's announcements build on

our commitment to closing wage gaps, creating a fairer economy, and ensuring that every American has the opportunity to thrive, regardless of their gender or race," Biden declared.