



2010

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*Seasons of Change: State Conference April 12 & 13*

### Upcoming Events & Seminars

April 12 & 13 – Oregon Employer Council presents *Annual State Conference for Business: Seasons of Change* at the Nines Hotel, downtown Portland. Contact [Marney.Roddick@state.or.us](mailto:Marney.Roddick@state.or.us)

June 3 – Speaker Showcase Holiday Inn Wilsonville Register at [www.mpioc.org](http://www.mpioc.org) OEC coordinators, please register with Marney

April 6 – Unemployment Insurance seminar in Gresham. This is the last UI seminar for employers for a while. Contact Peter, 503 669-7112 x273 or [peter.a.sutton@state.or.us](mailto:peter.a.sutton@state.or.us)

April 7 – BOLI Wage and Hour Laws in North Bend/Coos Bay. For information call Becky Lunetta, 541 751-8517

April 13 – Employment Law Update. Call Marti Spinks for information – 503 526-2706

April 20 – Administrative Power in Roseburg. Call Patricia at 541 440-3344 x2353

April 20 – What to expect from an OSHA inspection. Greg Ivers, 541 967-2171 x264

April 21 – Records Retention in Tualatin. Call Barbee Williams, 503 612-4216

April 21 – Administrative Power in Medford. Call Tammy, 541 776-6060 x263

April 27 – Top 10 Wage & Hour Issues in The Dalles. Call Anita, 541 296-5435 x231

## Annual OEC Speaker Showcase

**O**n June 3, Oregon Employer Council, in partnership with the Wilsonville Holiday Inn and Meeting Professionals International, will host its 13<sup>th</sup> annual speaker showcase. Every year, this event draws over 100 meeting professionals who audition ten of Oregon's up-and-coming speakers. Meeting and event planners attend this event in hopes of finding the perfect speaker for their organizations' members, whether it be corporate leaders, state employees, non-profits, or small business owners.

In a timed 10-minute performance, speakers must wow a crowd of potential clients with their unique oratory skills, humor, and most importantly, with useful information. Every year, applications pour in for a chance to present at this fun and lively event. Given the variety of interests the attendees represent, topics are often wildly different. This year they range from understanding menopausal women, to the power of mentoring, and time management.

Also in attendance are exhibitors representing many of Oregon's premier event locations; hotels, conference centers, and resorts. This annual event is free to event and meeting planners. Contact Marney Roddick at [marney.roddick@state.or.us](mailto:marney.roddick@state.or.us) for more information or to reserve a spot. If you are a professional presenter and would like to apply for next year, you can find applications at [www.oec.org](http://www.oec.org)

## The Commission for the Blind offers free business services

Here is a list of the services offered by the Commission for the Blind.

### *Diversity/Disability Awareness Training*

The Commission for the Blind offers a two hour Diversity Training program in partnership with the Office of Vocational Rehabilitation Services (OVR), the Regional ADA Center (DABTAC), the Oregon Business Leadership Network (OBLN), and other local agencies who serve the community. The Commission offers training to human resource managers and other interested departments, including specific technology seminars, and/or tours of the Portland Training Center. They will gladly visit the worksite and provide personal training to the managers and staff who will be working with the visually impaired person. For more information, about training programs, please call Lynda Van Doran at 971-673-1588.

### *Worksite Analysis / Worksite Accommodations Assessment*

Professional consultants are available to review the worksite to assess and test assistive technology devices to optimize the visually impaired or blind employee's work station and work productivity. The technology staff can work with the company's IT personnel to provide optimum understanding and use of assistive devices, and address and assist in resolution of software compatibility issues.

### *Employee Recruitment*

The Commission acts as a resource both for applicants with vision impairments seeking employment, and for businesses seeking qualified

applicants. They provide follow-along services, and ongoing technology consulting to ensure the success and satisfaction of both parties.

### *Employee Retention Services*

By working with the business, the IT department, and the current employee, the Commission assists businesses in retaining current employees who are experiencing decreased vision. Interested employees or businesses can contact 1-888-202-5463 to be referred to a consultant.

### *Business Advisory Council*

Oregon Commission for the Blind recognizes that businesses are essential partners for maximizing employment opportunities for Oregonians who are blind. The Business Advisory Council is composed of Oregon business representatives dedicated to ensuring that blind or visually impaired Oregonians participate in the employment marketplace. BAC members share their expertise and partner with the Commission on a variety of issues, including: economic issues related to particular business and/or industry, current hiring practices, employment opportunities within industry, business expectations in the hiring process, employment practices that support hiring and retention of individuals who are blind, resume reviews, mock interviews and feedback.

Partnering with the Commission for the Blind is a win-win: promoting diversity while supporting blind Oregonians. To inquire about becoming a BAC member contact Business Representative Lynda Van Doran, 971-673-1588 or [Lynda.vandoran@state.or.us](mailto:Lynda.vandoran@state.or.us)

Submitted by  
Lynda Van Doran, Business Relations Coordinator  
Oregon Commission for the Blind  
971-673-1593

**Library Update:**  
Due to a recent move at OEC's central office, the library will be closed until summer. If anyone would like to volunteer their time, it would be greatly appreciated and would help make this valuable resource available again. Contact Marney Roddick, if interested.

[www.oec.org](http://www.oec.org)

**Questions? Comments? Suggestions?**  
Would you like to submit a piece to the OEC newsletter?

Contact: Marney Roddick  
OEC Coordinator  
[marney.roddick@state.or.us](mailto:marney.roddick@state.or.us)  
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**March 2010**

# The Economic Impact of Substance Abuse & Oregon's Drug Problem



*Column by Aniel Yates  
Human Resources Manager,  
Cascade Windows; Chair, Gresham  
Chamber Workdrugfree Committee;  
Vice President Area 1, Oregon  
Employer Council*

When our Gresham Chamber committee began its initial research last year, we were startled at exactly how much drug and alcohol abuse costs our society and business. Some examples:

- 80% of heavy drinkers and two-thirds of illegal drug users are employed;
- One in five workers are put in danger, injured, or have to work harder, re-do work, or cover for a co-worker as a result of a fellow employee's drinking;
- 30% of unemployed workers have severe substance abuse problems;
- 40% of fatalities and 47% of injuries in the workplace are linked to substance abuse;
- Abuse of prescription drugs now ranks second – only behind

marijuana – as the nation's most prevalent illegal drug problem;

- Employees who use drugs cost their employers twice as much in medical claims and are five times more likely to file a worker's comp claim.

We also found that Oregon leads the nation in virtually every measure of substance abuse:

- The rate of marijuana use by adult Oregonians is 50% higher than that of the nation;
- Oregon is one of the top seven marijuana-producing states;
- Oregon ranked seventh in the nation for methamphetamine abuse and fourth nationally in prescription drug abuse in 2007;
- Alcohol use by Oregon eighth graders is 76% higher than the national rate;
- Eighth and eleventh graders in Oregon are more likely to smoke marijuana than cigarettes.

The cost of substance abuse to the Oregon economy was a staggering \$6 billion in 2006, the equivalent of the entire K-12 education budget. This included \$4.15 billion in lost productivity,

which directly affects business competitiveness, and \$1.5 billion in other costs, such as health care, crime, and social welfare programs. A few examples are:

- 62% of children placed in foster care in Oregon were removed from their home because of parent drug abuse;
- 70-80% of inmates have substance abuse problems ranging from moderate to severe addiction;
- 30% of physical assaults, 23% of sexual assaults, and 3% of robberies are attributable to alcohol; and well over 50% of property crimes are linked to drug and alcohol abuse.

National studies have shown, however, that Drug-Free Workplace programs help employers create safe and healthy workplaces. To assist local businesses, Workdrugfree Gresham offers education and training by Oregon's top drug-free workplace experts (see [www.greshamchamber.org](http://www.greshamchamber.org) and click on Workdrugfree Gresham).



# Still time to register for the Annual State Conference for Business: April 12 & 13



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