

## Where Do I Go From Here?

by Craig Sorseth

We frequently receive calls from injured workers who have their Preferred Worker Cards but are unsure about the types of jobs they may be able to do. This is understandable, since getting hurt at work and being unable to return to the job at injury is not the type of career change most folks have in mind. However, there are resources available and things you can do to

help sort through the confusion and arrive at a clearer sense of direction for your job search.

First of all, it helps to take a personal inventory of your interests, current skills, aptitudes, and preferences. This helps to identify positive things you can offer a potential employer, as well as those things that are most important to you and those things you can do the best.

### Interests

Listing things that interest you can give you ideas about jobs related to those interests. You may be able to take interest tests at your local community college, and the career reference section in your local library is full of job information, including descriptions of occupations, qualifications, current and projected labor markets, etc.

### Current Skills

Identify and list the things you do well. Ask your friends, family, and previous co-workers what you are best at from their points of view. For example, do you have good people skills? Are you good with organizing or scheduling people to meet deadlines or goals? Do you have unique expertise in certain areas? This exercise may help you to identify a skill or skills that many employers would value.

*(Continued on Page 3)*

## Success Story

by Bruce Friedrichsen

Bob suffered a low back injury that resulted in permanent restrictions while working as a golf course mechanic. He couldn't return to his job-at-injury without assistance.

He contacted the Preferred Worker Program for help. His re-employment consultant provided an on-site evaluation to discuss work duties and injury-caused challenges with Bob and his supervisor. The employer had already made some job-duty changes to eliminate some field tasks. Because the worker was permanently restricted to occasional bending, occasional twisting, lifting or carrying a maximum 50 pounds, and no kneeling or squatting combined with torso bending, he needed accommodation for several of his shop tasks.

Bob was unable to lift or carry 80-120-pound mower reels, work under equipment while lying on the floor, or work over equipment with a sustained torso forward bend.

A golf equipment lift was approved, along with an ergonomic creeper. The combination allowed Bob to work without lifting or contorting his torso. A mobile lift was also approved for handling mower reels and other items that exceeded Bob's lifting capacity. The lift raised heavy items from floor level to workbench height. Changing golf-cart tires was another challenging task. The old way required Bob to bend forward to change tires at floor level. A tire-changer unit now allows the worker to do the task without bending his torso forward.

Bob is thrilled to continue working in his chosen profession, and the employer is delighted to keep its valued mechanic. Without worksite modification, Bob would have had to pursue retraining and a new career. Bob is able to work painlessly with the new equipment.

## PWP Training Calendar

OR-OSHA offers no-cost occupational safety and health training throughout Oregon. Training includes Preferred Worker Program seminars. The winter schedule for PWP seminars is as follows:

January 9 ..... Salem  
February 6 ..... Lincoln City  
February 21 ..... Eugene  
March 15 ..... Ashland  
March 20 ..... Portland  
March 22 ..... Bend  
April 5 ..... Hermiston  
April 19 ..... Beaverton  
All seminars are at 1 p.m.

For further information or to find out **how to register**, see "Training & Events" on our Web site: [www.cbs.state.or.us/wcd](http://www.cbs.state.or.us/wcd), or call (503) 947-7443 or (888) 292-5247 option 2 (message). Registrations are not taken over the phone. ■

## Meet Linda Strunk



Linda Strunk is one of the reemployment specialists who answers your questions on the phone, determines preferred worker eligibility, and

helps Preferred Workers and their employers get program benefits.

Linda began her career in state government in April 1974 and held various positions within the Department of Consumer and Business Services before becoming a reemployment specialist in December 1997. Through these jobs, she acquired a vast knowledge of state programs, which gave her the ability to help workers and employers use program benefits.

Linda says her job is never dull. She enjoys the daily contact she has

with her workers. No day is the same, especially when an individual wants to relocate for a new job and needs help right away. She usually finds herself on the phone with three or four people involved in the move: employer, moving company, landlord, and even motel managers.

She says she has gained much appreciation for what individuals must face when searching for the right job. That is why she believes workers benefit from using this program once they understand the ins and outs. That's why she is here.

Linda is a native Oregonian. She and her husband Jim live in Salem and have a daughter and granddaughter in the Salem area. Linda loves working with people, planning events for others, taking care of her little dog, and just plain relaxing at home with family and friends. ■

## Lost cards

Call if you can't find your Preferred Worker card: Salem office, (800) 445-3948 (from Oregon only), (503) 947-7588, or (503) 947-7993 (TTY). Medford office (for Southern Oregon), (800) 696-7161. We'll send you a replacement. ■

### **Administrator, Workers' Compensation Division**

John Shilts

### **Reemployment assistance**

Salem office ..... (800) 445-3948  
Medford office ..... (800) 696-7161  
Web site address ..... [www.cbs.state.or.us/wcd](http://www.cbs.state.or.us/wcd)

### **Contributors, Re-employment Assistance Unit**

Bruce Friedrichsen ..... [bruce.c.friedrichsen@state.or.us](mailto:bruce.c.friedrichsen@state.or.us)  
Dan Gammon ..... [dan.r.gammon@state.or.us](mailto:dan.r.gammon@state.or.us)  
Jerry Rutherford ..... [gerald.v.rutherford@state.or.us](mailto:gerald.v.rutherford@state.or.us)  
Barbara Smith ..... [barbara.r.smith@state.or.us](mailto:barbara.r.smith@state.or.us)  
Craig Sorseth ..... [craig.sorseth@state.or.us](mailto:craig.sorseth@state.or.us)  
Linda Strunk ..... [linda.k.strunk@state.or.us](mailto:linda.k.strunk@state.or.us)

### **Editor, WCD Administration, Communications Unit**

Billie Healy ..... [billie.j.healy@state.or.us](mailto:billie.j.healy@state.or.us)  
Phone ..... (503) 947-7622

### **Design and production, DCBS Communications**

Shonnie Emerson

### **Preferred Worker Adviser is a quarterly publication of the Oregon Workers' Compensation Division.**

In compliance with the *Americans with Disabilities Act*, this publication is available in alternative formats. This publication is in the public domain and may be copied and distributed without permission

The *Adviser* is printed on recycled paper and is recyclable.



# Oregon Employment Department "kiosks"

by Barbara Smith

Have you tried one of the Oregon Employment Department's kiosks to learn about jobs available in your area? The Employment Department makes its services available to job seekers throughout the state through kiosks. Kiosks are stations with touch screens that you can use to **look for jobs** and **find information** about careers, unemployment, community services, and Employment Department locations. They are located in community colleges, shopping malls, grocery stores, etc., and at Employment Department field offices.

## Kiosk locations:

### Albany

Heritage Mall..... 1895 14th St. S.E.

Linn Benton Community College.....  
6500 S.W. Pacific Blvd.

Albany Field Office ..... 139 S.E. 4th Ave.

### Ashland

Ashland Field ..... 1250 Siskiyou Blvd.

Rite Aid ..... 2341 Ashland St.

### Astoria

Clatsop Community College .....  
(Main Campus) ..... 1653 Jerome Ave.

Astoria Field Office ..... 450 Marine Dr.

### Baker City

Baker City Field Office..... 1575 Dewey St.

### Beaverton

Beaverton City Library .....  
12500 S.W. Allen Blvd.

Beaverton Field Office .....  
12901 S.W. Jenkins #C

Fred Meyer - Walker Rd. ....  
15995 S.W. Walker Rd.

### Bend

Bend River Mall ..... 3188 N. Hwy. 97

Central Oregon Community College.....  
2600 N.W. College Way

Bend Field Office ..... 1007 S.W. Emkay Dr.

### Brookings

Fred Meyer ..... 325 5th St.

### Burns

Burns Field Office ..... 115 W. Jefferson St.

### Cave Junction

Ray's Shop Smart ..... 205 Watkins

### Condon

Gilliam Co. Courthouse.... 221 S. Oregon St.

### Coos Bay

Fred Meyer ..... 1020 S. 1st Ave.

Coos Bay Library ..... 525 Anderson

The Newmark Center ..... 2110 Newmark

### Coquille

The Courtyard ..... 341 E. 2nd St.

### Cornelius

Hank's ..... 1519 N. Adair

### Corvallis

Corvallis Field Office ..... 545 S.W. 2nd

Oregon State University ..... 14th & Jefferson

### Cottage Grove

Carl's Jr. .... 1565 Gateway Blvd.

### Dallas

Polk Co. Academy Bldg. .. 182 S.W. Academy

### Drain

HomeTown Foods ..... 308 N. First St.

### Elgin

Library/Community Center .....  
260 N. 10th Ave.

### Enterprise

Wallowa Co. Courthouse ..... 101 S. River St.

Enterprise Field Office ..... 116 S. River St.

### Estacada

Hi-School Pharmacy ..... 207 S. Broadway

### Eugene

Valley River Center .... 293 Valley River Center

Rite Aid ..... 57 W. 29th St.

Goodwill Industries ..... 855 Seneca Rd.

Lane Community College.. 4000 E. 30th Ave.

Lane Co. Courthouse ..... 125 E. 8th St.

Eugene Field Office..... 2510 Oakmont Way

### Florence

Siuslaw Public Library ..... 1460 9th St.

### Gold Beach

Gold Beach Field Office ... 155 W. 5th Place

### Grande Ronde

Conf. Tribes Grande Ronde .....  
9615 Grande Ronde Rd.

### Grants Pass

Fred Meyer ..... 1101 Grants Pass Pkwy.

Grants Pass Visitors Center ..... 198 S.W. 6th

Rite Aid ..... 1642 Williams Hwy.

Grants Pass Field Office ..... 201 N.E. 8th St.

### Gresham

Mt. Hood Community College.....  
26000 S.E. Stark

Gresham Field Office ..... 19421 S.E. Stark

### Hermiston

Hermiston Field Office.....  
950 S.E. Columbia Dr.

### Hillsboro

Hillsboro Field Office .. 265 S.E. Oak St. Ste. A

### Hood River

Hood River Field Office .....  
1100 E. Marina Way Ste. 120

### John Day

John Day Field Office .. 725 W. Main, Ste. B

### Klamath Falls

Fred Meyer ..... 2655 Shasta Way

Klamath Falls Field Office ..... 801 Oak Ave.

### La Grande

Eastern Oregon State College .....  
Career Center ..... EOSC 1410 "L" Ave.

La Grande Field Office..... 1901 Adams Ave.

### Lakeview

Lakeview Field Office .. 18 S. -G- St., Rm. 207

### Lebanon

Lebanon Field Office ..... 354 Market St.

### Lincoln City

Lincoln City Field Office .....  
4422 W. Devils Lake Blvd.

### Madras

Aherns Market..... 268 N.W. 5th St.

Madras Field Office ..... 257 S.W. 3rd St.

### Marylhurst

Marylhurst College.....  
17600 Pacific Hwy. - (Hwy. 43)

### Maupin

Maupin City Hall..... 308 Deschutes Ave.

### McMinnville

McMinnville Field Office ..... 310 Kirby St.

McMinnville Library ..... 225 N. Adams

**Medford**

Rogue Valley Mall ..... 1600 N. Riverside  
 North Medford High School .....  
 1900 N. Keeneway Dr.  
 Medford Field Office ..... 119 N. Oakdale St.  
 Fred Meyer ..... 2424 Crater Lake Hwy.

**Milton-Freewater**

Milton-Freewater Field Office.....  
 303 N. Columbia

**Molalla**

Molalla Thriftway ..... 107 Robbins St.

**Myrtle Creek**

Shop Smart ..... 498 S. Pacific Hwy.

**Newberg**

Fred Meyer ..... 3300 Portland Rd.

**Newport**

Newport Field Office ..... 119 N.E. 4th  
 Fred Meyer Newport ..... 150 N.E. 20th  
 Oregon Coast Community College .....  
 332 S.W. Coast Hwy.

**Nyssa**

Klines Hardware & Moore ..... 119 Main St.

**Oakridge**

Rascals Market ..... 47393 Hwy. 58

**Odell**

Mid-Valley Market ..... 3380 Odell Hwy.

**Ontario**

Ontario Field Office ..... 375 S.W. 2nd Ave.  
 Ontario AFS ..... 702 Sunset Dr. Ste. 100  
 Treasure Valley Community College .....  
 650 College Blvd.

**Oregon City**

Clackamas Community College .....  
 19600 S. Molalla Ave.  
 Oregon City Field Office ..... 506 High St.  
 Danielson Thriftway ..... 1500 Molalla Ave.

**Pendleton**

Pendleton Field Office ..... 408 S.E. 7th St.

**Phoenix**

Rays Food Place ..... 4200 S. Pacific Hwy.

**Port Orford**

North Curry Service Center.....  
 1403 Oregon St.

**Portland**

PCC (Sylvania) ..... 12000 S.W. 49th Ave.  
 Mexican Consulate ..... 1234 S.W. Morrison  
 Neighborhood House Inc. ....  
 7780 Capital Hwy.

Central City Concern .... 709 N.W. Everett St.

Northeast Workforce Center .....  
 4106 N. Vancouver Ave.

Downtown Portland Field Office .....  
 1433 S.W. 6th Ave.

Fred Meyer -Johnson Creek..... 8955 S.E. 82nd

Fred Meyer - Oak Grove .....  
 14700 S.E. McLoughlin Blvd.

North Portland Office ..... 30 N. Webster

Thompson Ctr. .... 14030 N.E. Sacramento St.

Fred Meyer - SE ..... 5253 S.E. 82nd Ave.

Portland State University.....  
 1825 S.W. Broadway

PCC (Rock Creek) .....  
 17705 N.W. Springville Rd.

Fred Meyer - Peninsula .... 6850 N. Lombard

Fred Meyer - Hollywood.....  
 3030 N.E. Weidler St.

Lloyd Center Mall ..... 988 Lloyd Center

PCC (Cascade) ..... 705 N. Killingsworth

**Prineville**

Prineville Field Office ... 934 N. Madras Hwy.

**Rainier**

Rainier Library ..... 106 -B- West

**Redmond**

Redmond Field Office ..... 247 S.W. Salmon

**Reedsport**

Price-and-Pride ..... 1300 Hwy. Ave.

**Roseburg**

Fred Meyer ... 929 N.W. Garden Valley Blvd.

Roseburg Field Office ..... 846 S.E. Pine St.

**Salem**

Chemeketa Community College .....  
 4000 Lancaster Dr N.E.

Marion Co. Health ..... 3180 Center St. N.E.

Central Employment Office .....  
 875 Union St. N.E.

Salem Library ..... 585 Liberty S.E.

Salem Field Office ..... 605 Cottage St. N.E.

Fred Meyer (N.) ..... 2855 Broadway N.E.

Fred Meyer (S.) .... 3450 Commercial St. S.E.

Fred Meyer (E.) ..... 3740 Market St.

**Sandy**

Sandy Thriftway ..... 36859 Hwy. 26

**Scappoose**

Hi-School Pharmacy .....  
 33545 S.W. Chinook Plaza

**Seaside**

True Value Hardware ..... 34 N. Holladay

**Sheridan**

Sheridan Library ..... 140 N.W. Yamhill St.

**Silverton**

Silver Falls Library ..... 410 S. Water St.

**Springfield**

Springfield Safeway ..... 5415 Main St.

**St. Helens**

St. Helens Field Office .....  
 500 N. Hwy. 30 Ste. 320

**Sublimity**

Santiam Center..... 11656 Sublimity Rd. S.E.

**Sweet Home**

USA Mini Mart #1 ..... 1306 Main St.

**The Dalles**

The Dalles Field Office ..... 700 Union St.

Deharts Westgate Market .....  
 816 Chenowith Loop Rd. W.

Columbia Gorge Community College .....  
 400 E. Scenic Dr.

**Tigard**

Fred Meyer - Tigard 11565 S.W. Pacific Hwy.

**Tillamook**

Tillamook Co. Library ..... 210 Ivy

Tillamook Field Office ..... 3600 E. 3rd St.

**Tualatin**

Fred Meyer ..... 19200 S.W. Martinazzi

Tualatin Resource Center .....  
 19945 S.W. Boones Ferry Rd.

**Umatilla**

Columbia Red Apple Market ..... 1411 6th St.

**Vale**

Malheur Co. Courthouse ..... 251 B St. West

**Veneta**

Dairy Queen ..... 24943 Hwy. 126

**Vernonia**

Vernonia City Hall ..... 1001 Bridge St.

**Waldport**

Ray's Food Center ..... 580 N.E. Broadway

**Warm Springs**

Warms Springs Reserv. .... 1233 Veterans St.

**Winston**

Winston City Hall .. 201 N.W. Douglas Blvd.

**Woodburn**

Woodburn Field Office .....  
 120 E. Lincoln, Rm. 101

# Questions & Answers

by Jerry Rutherford

**Q** I have a friend who has had his own business in Oregon for a long time. He has never had employees. Can he hire me and use Preferred Worker benefits?

**A** Before your friend is eligible to use Preferred Worker incentives, he must first get a workers' compensation policy. If you will be the only employee, he can get coverage for about \$180 a year until your eligibility expires. We can send him information on how to do it. Remember, you can't use your incentives to go back to the same kind of work you were doing when you were injured.

**Q** Can I use my Preferred Worker Program incentives for a temporary job?

**A** Yes. The fact that a job is temporary, seasonal, part-time, or full-time permanent does not affect eligibility for use of the program.

We will, however, question the reasonableness of spending large amounts of money on worksite modifications for temporary employment.

One of the reasons you have two wage subsidies is so that you can use one for temporary or other employment and have another to use when you find a better job.

**Q** When I offer a wage subsidy to an employer and it's accepted, does the employer have to keep me working at least six months?

**A** The employer agrees to treat you like any other employee, but there is no requirement to keep you employed for a certain amount of time. There are various unforeseeable reasons that employers end employment, e.g., a sudden downturn in business or cases in which workers and employers decide they can't work together.

**Q** Who decides whether a worksite modification becomes my property or the employer's property?

**A** The Preferred Worker consultant assigned to your modification makes the final decision. The consultant will discuss property ownership with you and your employer before approving the agreement. Usually, items that are attached to the employer's property or equipment becomes the employer's. Things like ergonomic chairs or special hand tools usually become the worker's. There are many questions for the consultant to consider with the worker and the employer in order to make the best ownership decision. ■

## Where Do I Go From Here? *(Continued from Page 1)*

### **Aptitudes**

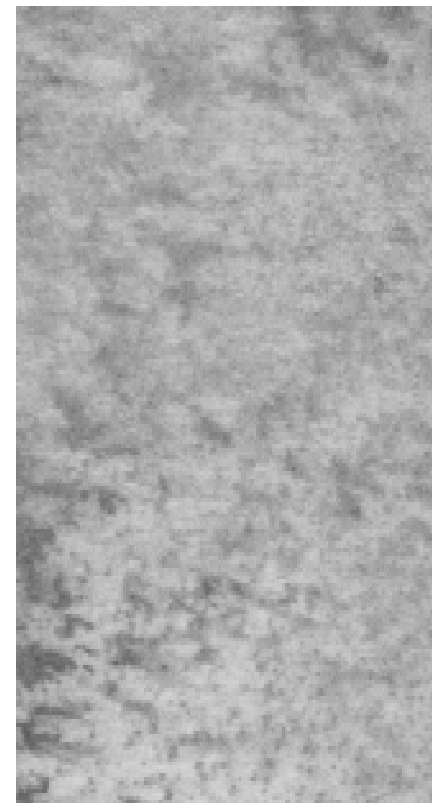
Aptitudes determine why some skills are easier to learn than others. Strong aptitudes in certain areas are indicators of success, and it is useful to identify what kinds of jobs you have learned most easily in the past and even what subjects you did best in at school. Counseling centers at community colleges often have aptitude tests available and it may be worthwhile to take advantage of this resource.

### **Preferences**

What is most important to you in a job? Do you want to work outside? Do you prefer to work alone or is contact with other people important? Do you like to travel? Taking the time to know your preferences — as well as your interests,

skills, and aptitudes — helps build your confidence and your understanding of what you offer an employer. It will increase your chances of being happy in your new job, too.

Keep in mind that worksite modification is available from the Preferred Worker Program. Don't rule out jobs that interest you because you have permanent physical limitations from your injury. We may be able to provide job-modification assistance that allows you to do work that interests you within those restrictions. The Preferred Worker Program staff is available to answer questions. Give us a call: (800) 445-3948. ■



## Hand trucks and carts

by Dan Gammon

The challenges to finding a solution for injured workers seeking reemployment are many.

Lifting, carrying, and reaching are sometimes combined in one task, or they may be components of two or three separate tasks. Often a solution to a carrying task does not address the issue of the initial lift required to move the object from its resting place to the carrying cart.

Transport carts and hand trucks are carrying devices. Factors to consider when selecting a carrying device include casters, handles and weight. It is important that casters allow carts or trucks to move with ease over various surfaces, whether or not surfaces are inclined, concrete, graveled, or carpeted, or they present other challenges, such as entry thresholds. Each of these conditions requires a different type of caster to ensure safe and efficient handling of the cart or truck.

Also, the handle position of a cart should be considered, particularly if it is used frequently or for long periods. The cart's weight must be considered, especially if it is necessary to lift the cart to or from a vehicle.

As we all know, job-task/worker-limitation combinations are unique and require unique solutions. Off-the-shelf equipment may offer only a partial solution. We encourage workers, employers, and counselors to contact us for assistance in researching alternative solutions. ■

