

JOHN A. KITZHABER, M.D.
GOVERNOR



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To All Oregon State Employees:

I am pleased to announce a new state policy that permits state employees to use flexible work schedules (such as job sharing, personal leave, vacation leave or leave without pay-subject to applicable collective bargaining agreements) to participate in approved mentoring programs for at-risk children and youth.

Research has shown that children with mentors are less likely to begin using illegal drugs and alcohol and, less likely to engage in violence and delinquency. Studies also show that young people with mentors are more likely to stay engaged in school, feel more competent about their ability to do well in school, report more positive relationships with friends and parents, and have better attitudes toward school, their family and communities.

Current and ongoing budget reductions are affecting our ability to fund programs for at-risk children. Mentoring provides an excellent opportunity to make a positive difference in the lives of Oregon's young people at a time when they most need it. As well, mentors feel a real sense of accomplishment in seeing the positive impact they have on the child or youth they are mentoring. All Oregonians, including state employees, must share in supporting children, mentoring is simply the most important step we can take- mentors make a difference.

This new policy is in partnership with Oregon Mentors, a business-led non-profit organization founded in 2001 by business, community and state government to expand mentoring throughout Oregon. Currently there are over 125 certified programs providing mentors for children and youth in all 36 Oregon counties.

State employees wishing to learn more about how they might sign up to become a mentor in their own community can log on to the Oregon Mentors website at www.ormentors.org. The website describes what it means to be a mentor, characteristics of a responsible mentoring program, and how to become a mentor.

The Oregon Commission on Children and Families is the lead agency in recruiting state employees to become mentors. Barbara Fuller is the state Mentoring Coordinator. If you have questions about how to become a mentor, how to use the website or the state release time policy, call Barbara at (503) 373-1570, extension 229.

On behalf of Oregon's future I urge you to take the opportunity to make a difference in a child's life and become a mentor.

Sincerely,

John A. Kitzhaber, M.D.

State of Oregon
DEPARTMENT OF ADMINISTRATIVE SERVICES
Human Resource Services Division



State Policy: 10.030.03 Support of Employee Participation in Mentoring Program

APPLICABILITY: All employees except where collective bargaining agreement language conflicts.

REFERENCE: ORS 240.145(3)

(1) Policy: The State of Oregon recognizes the important role that children play in the State of Oregon's future and we, as an employer, support and encourage employee's participation in programs which are aimed at mentoring children and families. The State is committed to the greatest extent possible, to responding to those needs through flexible work schedules.

(a) The following State policies and administrative rules may be used to support the efforts of State employees participating in mentoring programs for children and families:

(A) Flexible Work Schedule - as defined in HRSD State Policy 10.000.01(42), Definitions, and referred to in HRSD State Policy 20.005.20, Fair Labor Standards Act, or an applicable collective bargaining agreement.

(B) Job Sharing - OAR 105-040-0070, Alternate Methods of Filling Positions, or an applicable collective bargaining agreement.

(C) Personal Leave - HRSD State Policy 60.000.10, Special Leaves with Pay, or an applicable collective bargaining agreement.

(D) Vacation Leave - HRSD State Policy 60.000.05, Vacation Leave, or an applicable collective bargaining agreement.

(E) Leave without Pay - HRSD State Policy 60.005.01, Leave without Pay, or an applicable collective bargaining agreement.