

GOVERNMENT TO GOVERNMENT 2022 ANNUAL REPORT



SUPPORT BUSINESS | PROMOTE EMPLOYMENT

INTRODUCTION

The Oregon Employment Department is pleased to share our 2022 Government-to-Government Report with the Legislative Commission on Indian Services, Governor Brown, and Governor-Elect Kotek. We recognize that tribal governments are separate sovereign nations with powers to govern their lands and protect the health, safety, and welfare of their members. This tribal sovereignty predates the existence of the United States government and the State of Oregon, going back to time immemorial. We honor both the sovereignty of Oregon's nine federally recognized tribal governments and the right of every Native American in Oregon (regardless of tribal enrollment) to receive services from our agency. This report covers October 1, 2021, through September 30, 2022.

VISION AND MISSION

The Oregon Employment Department envisions an Oregon where meaningful work enables the state's diverse people and businesses to realize their full potential, creating prosperity in every community.

The mission of the Oregon Employment Department is to support business and promote employment. We deliver our services in more than 40 locations in Oregon and we accomplish our mission by:

- ↳ Supporting economic stability for Oregonians and communities during times of unemployment through the payment of unemployment benefits.
- ↳ Serving businesses by recruiting and referring the best-qualified applicants to jobs and providing resources to diverse job seekers in support of their employment needs.
- ↳ Developing and distributing a quality workforce and economic information to promote informed decision-making.
- ↳ Provide easily accessible Paid Family and Medical Leave Insurance benefits that help Oregon employers and workers maintain quality of life, economic stability, and peace of mind.

VALUES, OPERATING PRINCIPLES, AND STRATEGIC GOALS

How the Oregon Employment Department behaves and conducts business is crucial to the success of our agency and the entire workforce system. In our work with customers, partners, stakeholders, and tribal governments, the Oregon Employment Department commits to the following values:

Integrity – We are trusted to keep our word, always acting with honesty and courage.

Respect – We value diverse perspectives, assume good intent, and act with compassion.

Community – We foster a sense of belonging for our employees, partners, and customers, creating positive impacts where we live and work.

Our work is guided by the following operating principles:

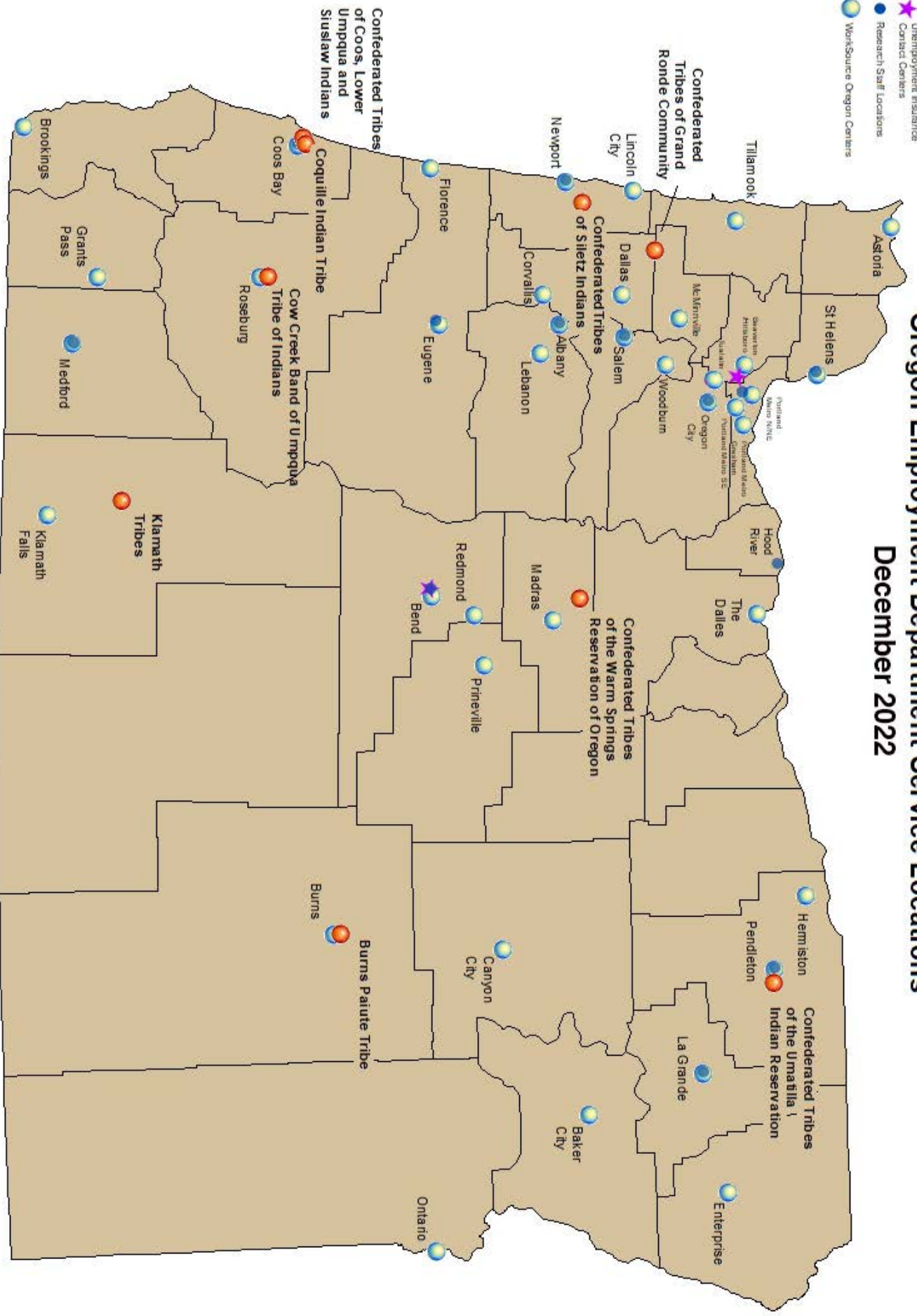
- ↳ We are conscientious stewards of public resources.
- ↳ We are accountable for our actions and we admit when we are wrong.
- ↳ We are inclusive and transparent in our decision-making.
- ↳ We seek out and form effective alliances to address community needs.
- ↳ We promote a positive, safe, and learning environment.
- ↳ We work hard, and we're not afraid to laugh.

Our strategic goals are to:

- ↳ Continually advance our partnerships and systems to provide innovative services to Oregon's diverse people and businesses.
- ↳ Engage with communities across the state to maximize awareness and use of public workforce resources.
- ↳ Foster an inclusive and fair work environment where employees feel valued and supported in reaching their full potential.
- ↳ Invite and retain talented, diverse people to help us exceed our customers' expectations.

Tribal Government Headquarters in Oregon and Oregon Employment Department Service Locations December 2022

- Tribal Headquarters
- ★ Unemployment Insurance Contact Centers
- Research Staff Locations
- WorkSource Oregon Centers





TRIBAL GOVERNMENT - TO - GOVERNMENT RELATIONS POLICY STATEMENT

We have an established policy regarding Tribal Government-to-Government Relations (see Appendix A), affirming that it is the policy of the Oregon Employment Department to recognize and respect the culture, history, sovereignty, and traditions of Oregon's American Indians, and to cooperate and communicate with Oregon's tribal governments and members.

TRIBAL LIAISON AND KEY CONTACT

David Gerstenfeld, Acting Director, 503-947-1477 or David.K.Gerstenfeld@employ.oregon.gov

Rebecca Nance, Tribal Liaison and Senior Legislative Advisor, 503-947-3098 or Rebecca.Nance@employ.oregon.gov

THE DIRECTOR

Our acting director, who was appointed to his role in June 2020, is the primary liaison to the Tribes and has primary responsibility for issues and programs affecting the Tribes. These programs provide services to help tribal members find employment and tribal businesses find workers, administer unemployment insurance programs, and provide economic and workforce information to support the Tribes' workforce and economic development efforts, among other services. Our acting director seeks input from representatives of Oregon's Tribes in developing programs or policies that may impact the Tribes, such as the upcoming Paid Leave Oregon program. He attended the annual Tribal Summit in 2022, along with Senior Legislative Advisor Rebecca Nance, our agency's designated Tribal Liaison. Our acting director ensures compliance with relevant state and federal laws relating to relationships with tribal entities and also ensures that managers and employees who communicate with Tribes receive annual training on the legal status of Tribes, the legal rights of tribal members, and other issues of concern and interest to Tribes. He has notified all agency employees by email of the provisions of Oregon Revised Statutes (ORS) 182.162-182.168 (see Appendix B for the email sent in May of 2022).

Activities and Initiatives

Our Senior Legislative Advisor is part of the Acting Director's staff, and is a key contact for the Tribes and assists our acting director in his role as primary liaison to the Tribes. This includes attending the ongoing Economic Development and Community Services Cluster meetings with tribal government representatives, Legislative Commission on Indian Services public meetings and events, and the annual Tribal Summit.

THE EXECUTIVE TEAM

All members of our Executive Team are responsible for communicating and implementing the agency's policy throughout their areas of responsibility. The Executive Team, led by the acting director, is committed to communicating and collaborating with the Tribes to foster mutual respect, while promoting and improving government-to-government relations between the agency and Tribes.

COMMITMENT TO CULTIVATING TRIBAL RELATIONS

Over the past year, we have continued to collaborate with Tribes to achieve our mission in a way that honors our commitment to foster mutual respect with our partnerships.

EQUITY AND INCLUSION DIRECTOR

Overview

Our Equity and Inclusion Director, formerly the equity and inclusion officer, chairs the Equity and Inclusion Council, which is an internal employee group that provides a wide range of policy recommendations to the Executive Team and learning opportunities to the entire agency. The Equity and Inclusion Director also develops and implements programs designed to meet the agency's goal of a diverse and inclusive workforce. This position provides vision, direction, counsel, and leadership to all employees in the areas of equity, diversity, and inclusion in their daily work and in the programs and activities of the agency. Because of the department's commitment to equity and inclusion, the officer-level position was reclassified to a division director position; we have prepared a policy package for the 2023 legislative session in hopes of funding six full-time staff, including the Director, dedicated to this vital work. For the current biennium, we have been recruiting for some limited duration positions using available funding for this work.

PROGRAMS

Workforce Operations

Overview

Our Workforce Operations division employees primarily serve businesses and job seekers to help grow a robust Oregon economy by supporting innovative local workforce delivery systems focused on serving communities. We customize services that solve challenges, such as recruitment and training, by identifying, screening, and referring job applicants to employers. We also assist businesses in securing federal tax credits and are able to offset training costs for hiring specific populations such as persons receiving public assistance, people with disabilities, veterans, and those who have been unemployed longer than six months.

Through a collaborative, customer-centric service delivery model, we work with partner agencies and organizations to assess and improve the readiness of job candidates, including teaching them job search skills and coaching them on job search strategies, options, and expectations. Our primary partners include:

- ↪ Regional and local training providers (Workforce Innovation and Opportunity Act Title I)
- ↪ Workforce and Talent Development Board
- ↪ Local Workforce Development Boards
- ↪ Office of Workforce Investments (an interagency partnership between the Higher Education Coordinating Commission and the Employment Department)
- ↪ Department of Human Services' Self-Sufficiency and Vocational Rehabilitation programs
- ↪ Commission for the Blind
- ↪ Oregon's 17 independent community colleges
- ↪ Local economic development organizations

Activities and Initiatives

Partnerships between the Employment Department and Oregon's federally recognized Tribes occur at WorkSource Oregon centers located across the state. These partnerships include business recruitment, career exploration, job seeker workshops, and the provision of labor market information regarding wages and unemployment. They also include recruiting employees for tribal businesses, regularly networking with tribal employers' human resources departments, and working with Tribes on local workforce investment boards.

Below are additional partnership examples from individual WorkSource Oregon centers, or programs:

Our **Trade Adjustment Assistance** program was approved for a Technology to Historically Underserved Communities pilot program grant, which will provide a technology package to eligible trade-affected workers from historically, and currently underserved communities, and will track how those packages affect their employment outcomes. The pilot definition of historically and currently underserved communities aligns with the definition provided by the State of Oregon Equity Framework in COVID-19 Response and Recovery, which includes Native Americans, members of Oregon's nine federally-recognized Tribes, American Indians, and Alaska Natives. We have performed outreach to all workers on a TAA-affected worker list in Oregon who have not previously engaged with the program – this outreach is being performed by mail, phone and email. Once a connection with the worker is made, the TAA program representative is working to assess the technology access and skills and offer the pilot program if needed.

WorkSource Lane employees participated as service providers at the Three Rivers Job Fair and partnered with local area tribes to recruit employers for job fair attendance. They also routinely post job listings for the tribe, and meet regularly with tribal representatives, offering to train new Work Experience (WEX) participants to increase their customer service skills.

WorkSource Rogue Valley offices in Medford and Grants Pass have been discussing partnership opportunities at their Local Leadership Team meetings, and received a Tribal Partnership Program contact list.

The **Eastern Oregon** (Morrow, Umatilla, Wallowa, Union, Baker, Grant, Harney, Malheur counties) area's Career Development Coordinator is building better communications and opportunities for career development with Confederated Tribes of Umatilla Indian Reservation with the focus of assisting job seekers to find employment.

Our **Business Services** team coordinated a virtual Oregon Healthcare Heroes Recruitment Day in early January 2022. The Yellowhawk Tribal Health Center participated in this event, and coordinates with WorkSource offices to post their listings in Pendleton.

WorkSource Albany and Lebanon leadership meet monthly through Local Leadership Team meetings. These meetings include representatives from Title Programs 1-4 of WIOA, with a member representing the Siletz Tribes, and service providers contracting with the Local Workforce Investment board. These meetings update activities on center operations; provide space for collaboration; and updates on various programs available in the workforce system. Elsewhere in the Willamette Valley region, the local Workforce Investment Board – Willamette Workforce Partnership (WWP) – was granted Future Ready Oregon funds. WWP is working with Knife River and TERO (Tribal Employment Rights Ordinance) program to connect to the training as a pipeline for interested, eligible participants.

WorkSource Klamath makes a drop-in cubicle available to the Education and Employment Department of the Klamath Tribes so that representatives can meet with tribal members to provide employment and employment training services and to facilitate coordination with local WorkSource Klamath staff. WorkSource Klamath is providing scheduled conference rooms to be utilized as needed by the Klamath Tribes for Temporary Assistance for Needy Families (TANF) benefit distribution and conducting Education & Employment Direct Employment Assistance (DEA) training. Additionally, WorkSource Klamath assists Klamath tribal members by providing needed wage statements for members so that they can use these statements to qualify for various forms of assistance. WorkSource Klamath is also available to assist with job search, resume assistance, virtual workshops, and lobby computers. Additionally, the MSFW outreach specialist for Klamath and Lake County is attending the Forestry Worker Partnership Networking meeting, who is working with members of the Klamath Tribes, who work with reforestation.

Workforce and Economic Research

Overview

We collect, estimate, analyze, publish, and distribute employment-related economic information to a variety of customers to help them in their decision-making. Oregon's tribal governments are among the agency's list of primary customers, as well as private businesses, people who are unemployed or otherwise seeking jobs, state and local workforce boards, elected officials and other policymakers, education and training entities, students, government agencies, and news media. Information from the agency helps customers understand current and future workforce trends and economic conditions. We regularly posted economic and workforce information on www.QualityInfo.org.

Activities and Initiatives

In 2020, as part of our efforts to increase information due to the COVID-19 emergency, we began publishing data about the number of American Indian and Alaska Native workers who are unemployed and receiving unemployment insurance benefits on our labor market information [website](#), and we have continued to do that through the present. An example of a publication regarding Tribes is provided in Appendix D. [link to article: <https://www.qualityinfo.org/-/oregon-indian-tribal-gaming-and-employment>]

Unemployment Insurance

Overview

The Employment Department administers unemployment insurance programs that provide temporary, partial wage replacement for workers who are unemployed through no fault of their own. The income provided to unemployed workers partially stabilizes the economy in local communities experiencing high unemployment during economic downturns. We also promote reemployment and the preservation of a trained, local workforce for businesses during economic downturns. We administer unemployment insurance benefits, such as federal extensions when they are available, and other specialized programs with partners that include other state agencies and the United States Department of Labor.

Activities and Initiatives

From time to time, employees working for Tribal governments and businesses in Tribal areas need help when they are out of work through no fault of their own. Unemployment insurance provides a valuable safety net to provide economic stability for unemployed workers until they can become reemployed. In 2021, the agency provided similar services to the Tribes as for other employers. Those services include receiving payroll reports and unemployment insurance contributions (Tribes generally pay the actual costs for unemployment insurance benefits for their employees and former employees, rather than paying quarterly taxes), contact regarding information about people who have filed for unemployment insurance benefits, and providing assistance when businesses need to lay off employees.

Between October 1, 2021, and September 30, 2022, approximately 178,708 workers claimed unemployment insurance benefits through the Employment Department and were paid approximately \$647.8 million in benefits. Workers could either file claims online or over the phone through an integrated contact center, which responded to approximately 538,435 calls during this time.

Of the workers who filed claims between October 1, 2021, and September 30, 2022, 534 filed based on work with Tribal governments or entities. Of those, 367 were separated from work with either a discharge or voluntary quit which required the agency to review the separation and make an eligibility determination. Of the 298 decisions issued, 166 allowed benefits and 132 denied benefits.

The Oregon Employment Department applied for the Equitable Access to Unemployment Compensation grant opportunity on December 20, 2021. This grant opportunity, provided by the United States Department of Labor, was awarded to Oregon on

February 25, 2022. The focus of the Equitable Access grant is to conduct outreach to Oregon's historically underserved populations, including members of Oregon's nine federally recognized tribes, and provide individual one on one assistance to claimants who have barriers accessing UI systems, and gather data to evaluate UI reciprocity rates for historically underserved populations.

Members of the Unemployment Insurance management team had planned to attend Tribal events throughout 2020, 2021, and 2022. However, the COVID-19 global pandemic greatly hindered the agency's ability to follow through with those plans. The Unemployment Insurance Division remains committed to fostering partnerships with Tribal governments. The Unemployment Insurance Division Deputy for Operations and Policy attended the 2020 Tribal Summit with our Acting Agency Director. In 2021, the Unemployment Insurance Division Director attended the annual Tribal-State Government-to-Government Summit. On October 26, 2022, team members from the Unemployment Insurance Work Share program attended the Community and Economic Development Tribal Cluster Meeting in Pendleton, Oregon. We hope to, once again, attend Tribal events; further increase outreach to Tribal communities; and, encourage team members to attend Equity and Inclusion trainings, seminars, and events related to the Tribes.

Paid Family and Medical Leave Insurance

Overview

Oregon Revised Statutes chapter 657B was enacted in 2019, creating a Paid Family and Medical Leave Insurance (Paid Leave Oregon) program to be primarily administered by the Oregon Employment Department. The Paid Leave program provides eligible individuals with compensated time off from work to care for and bond with a child during the first year of the child's birth or arrival through adoption or foster care; to provide care for a family member who has a serious health condition; to recover from an individual's own serious health condition; and to take leave related to domestic violence, stalking, sexual assault, or harassment (safe leave). The assessment on wages for contributions to the Paid Leave Oregon Fund, from which benefits and the costs of administering the program will be paid, will begin on January 1, 2023. The payment of benefits to eligible workers will begin in September 2023.

The Division's goal is to engage in formal Tribal Consultation concerning the process for a Tribe to choose coverage in Paid Leave Oregon for their Tribal employees. We will offer consultation to each Tribe and follow their lead. Once initiated, we will work with each Tribe to determine their current benefits and leave plans, number of businesses, number of employees, and total payroll per business. We greatly value the Government-to-Government relationship and want to ensure Tribes have the opportunity to opt in to the Paid Leave program if they so choose, in the manner that best fits their particular Government's employee needs.

Activities and Initiatives

Our initial focus has been to recruit staff members to undertake planning, development, and program management activities. In addition, we have created an Advisory Committee to provide advice and recommendations concerning implementation and administration of the program and the promulgation of administrative rules. We have also formed a State Partners Team to engage state agencies and stakeholders who may serve or support employees, employers, and other entities likely to be impacted by the Paid Leave program.

Under ORS chapter 657B, tribal governments may elect to participate in the Paid Leave program.

We previously reported that in December 2020 and April 2021, Paid Leave staff conducted meetings with Tribal Government Human Resources departments to provide an overview presentation of the Paid Leave program, answer questions, address concerns, gauge interest in providing input on the program, and learn about how the individual Tribes currently navigate leave for their employees.

We have continued to create a comprehensive road map for implementing the program within the statutory deadlines established by ORS chapter 657B. As part of the implementation process, we continue to conduct research and analysis to develop administrative rules and policies to support future operations of the program as well as performing analysis and forecasting in order to set a contributions rate and manage the Paid Leave fund. We also continue to develop requirements and business processes, including those

related to technology systems necessary for the collection of contributions to the Paid Leave fund and for the administration and payment of benefits. We are actively planning for public engagement and outreach to increase awareness of the program, solicit input for administrative rules and policies, and inform employees and employers about program benefits and requirements, and have contracted with a communications vendor to assist us in these efforts.

In 2021, Paid Leave Oregon prepared a Government-to-Government letter, offering consultation to Tribes; letters were sent to contacts for each Tribe.

In 2022, three Tribes requested consultations, including a request to present in person for the Confederated Tribes of the Siletz Indians Tribal Council. Communication is ongoing and will be led by the Tribes needs, interests, and requests.

Date	Tribe / Meeting	Who
08/05/2022	Coquille	Dena Miles – Corporate Director of Human Resources, The Mill Casino Mike Frost - Human Resources Director
09/19/2022	Umatilla	Suzanne Clem – HR Director – Wildhorse Casino Robin Alexander – Benefits – Wildhorse Casino
09/21/2022	Siletz	Kurtis Barker - Chief Executive Officer Lisa Norton - Assistant General Manager
11/16/2022	Siletz	Presented to the Tribal Council in-person

Modernization

Overview

The Modernization Program is an agency-wide initiative to transform agency business processes and core technology systems. This will include service delivery updates, business process re-engineering, and technical infrastructure solutions with the goal of “enhancing our customer’s experience” by providing improved services such as online self-service, automation, access to data, and integration with our partners. Our first project for the Modernization Program is to modernize the unemployment insurance program and create the technology to support the new Paid Leave Oregon program. We will initiate additional projects as resources and capacity become available.

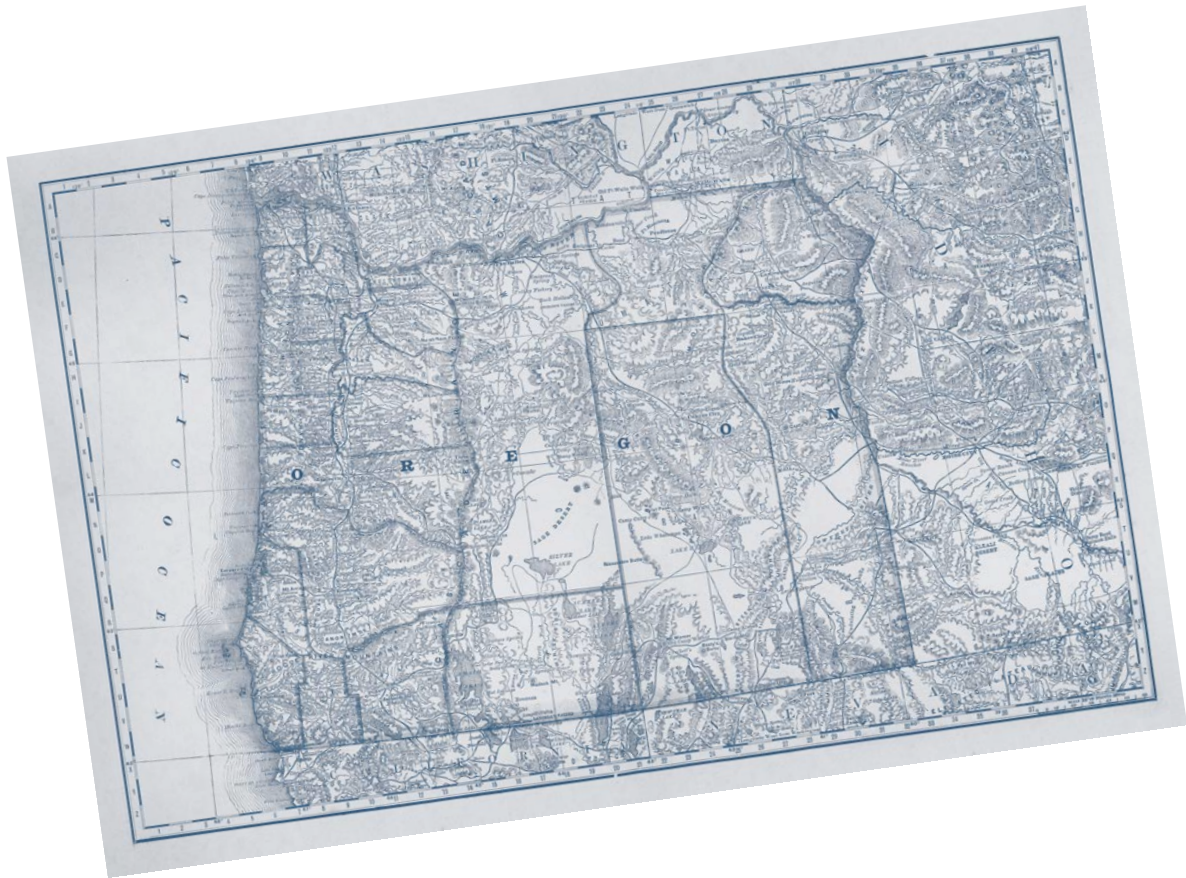
Activities and Initiatives

For background, in 2021, agency executives and the Modernization Executive Steering Committee made the decision to add the technology supporting the new Paid Family and Medical Leave Insurance contributions and benefits payment to the scope of the Modernization project. The Confederated Tribes of Siletz Indians representative continued to participate on our Stakeholder Board representing the practices and needs of their organization while identifying opportunities to better serve shared customers. A user experience position was hired to the Modernization team and worked with the team to complete the plan and preparations for continued stakeholder engagement as the project continues.

Our commitment to engaging a broad spectrum of stakeholders during our Modernization project includes a commitment to communication and engagement with tribal governments and businesses. During the first rollout of our project, we invited participation and feedback in several targeted ways. Early in 2022, tribal government and employer representatives were invited to participate in a survey campaign asking questions related to their experiences and seeking to better understand specific needs. The surveys were followed by focus group opportunities that gave participants the opportunity to see what the new system, called Frances, looked like and give feedback on functionality and application. Finally, before the new system rolled out, tribal representatives were invited to participate in a “sandbox” environment, giving them hands-on practice and experience. Our Stakeholder Board member representing

the Confederated Tribes of Siletz Indians continued to attend board meetings, seeing demonstrations of the new system, and received updates on project progress.

The Modernization project has started Rollout 2, focused on creating the technology to support Paid Leave Oregon benefits, set to rollout August 14, 2023, and transforming and modernizing UI benefits going live March 4, 2024. Our commitment to engaging a broad spectrum of stakeholders during our Modernization project continues to include a commitment to communication and engagement with tribal governments and businesses. As with the first rollout of our project, we will invite participation and feedback by sharing a second survey campaign, asking questions related to their experiences and seeking to better understand their specific needs specifically related to benefits and their unique needs. We will again invite participation in focus group opportunities to give participants the opportunity to see what Frances will look like and give feedback on functionality and application. Finally, as before, tribal representatives will be invited to participate in a “sandbox” environment, giving them hands-on practice and experience.



CULTURAL ITEMS SURVEY UPDATES

The Oregon Employment Department has not identified any additional tribal cultural items since our 2021 cultural items survey, and our records retention schedule remains the same.

CONCLUSION

The Oregon Employment Department is proud to collaborate with Oregon's nine federally recognized Tribes, and will continue building and growing relationships with these sovereign nations.

APPENDIX A – TRIBAL GOVERNMENT TO GOVERNMENT RELATIONS POLICY

Status **Pending** PolicyStat ID **9276025**



Origination 12/2016

Last N/A

Approved

Effective Upon Approval

Last Revised 04/2022

Next Review 3 years after approval

Owner Jeannine Beatrice

Area General Administration - 0001-0100

Tribal Government-to-Government Relations Policy - PO-0008

1. Purpose

The purpose of this policy is to establish the framework and guiding principles for the Oregon Employment Department's cooperation and relationship with Oregon's Indian tribes.

2. Applicability

This policy applies to all Oregon Employment Department employees.

3. Definitions

"Tribe" means a federally recognized Indian tribe in Oregon.

4. Policy

It is the policy of the Oregon Employment Department to recognize and respect the culture, history, and traditions of Oregon's American Indians, and to cooperate and communicate with Oregon's tribal governments and members.

Tribal governments are separate sovereign nations with powers to protect the health, safety and welfare of their members and to govern their lands. This tribal sovereignty predates the existence of the U.S. government and the State of Oregon.

Oregon federally recognized tribal governments include: Burns Paiute Tribe; Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians; Coquille Indian Tribe; Cow Creek Band of Umpqua Tribe of Indians; Confederated Tribes of Grand Ronde Community; Klamath Tribes; Confederated Tribes of Siletz

Indians; Confederated Tribes of the Umatilla Indian Reservation; and Confederated Tribes of Warm Springs Reservation of Oregon.

a. Mission

The mission of the Oregon Employment Department is to Support Business and Promote Employment. We accomplish our mission by:

- Supporting economic stability for Oregonians and communities during times of unemployment through the payment of unemployment benefits;
- Serving businesses by recruiting and referring the best qualified applicants to jobs, and providing resources to diverse job seekers in support of their employment needs; and
- Developing and distributing quality workforce and economic information to promote informed decision making.
- Provide easily accessible Paid Family and Medical Leave Insurance benefits that help Oregon employers and workers maintain quality of life, economic stability, and peace of mind.

The Oregon Employment Department values its relationship with Oregon's tribes. The Department administers four employment-related programs - Unemployment Insurance, Workforce Operations, Paid Family and Medical Leave Insurance, and Workforce and Economic Research - that positively impact tribal organizations and tribal members.

b. Responsibility

The Employment Department's Director has primary responsibility for issues and programs affecting the tribes. These programs include, but are not limited to, services to assist tribal members in finding employment and tribal companies in finding workers, as well as the provision of economic and workforce information to support the tribe's workforce and economic development efforts. The department also seeks opportunities to involve representatives of the tribes in advisory roles for the department and for Oregon's workforce system.

All members of the Employment Department's Executive Team are responsible for communicating and implementing this policy throughout their area of responsibility.

The Director:

- Notifies employees, by email or other means, of the provisions of Oregon Revised Statutes ([ORS 182.162- 182.168](#)) and this policy during December of each year.
- Seeks input from representatives of Oregon's tribes as programs or policies that might impact the tribes are developed.
- Ensures that managers and employees who communicate or work with tribes receive training, annually, on the legal status of tribes, the legal rights of tribal members, and other issues of concern to tribes.
- Attends annual or more frequent meetings of state agency leaders and tribal leaders. Develops and

submits an annual report on the activities of the Department relating to Indian tribes.

- Ensures compliance with relevant state and federal laws relating to relationships with Indian tribal entities.

The Executive Team:

- Communicates and partners with the tribes in a manner that fosters mutual respect and that seeks opportunities for collaboration.
- Promotes and improves government-to-government relations between the Employment Department and the tribes.

In the absence of the Director, or as delegated, these duties will be fulfilled by the Deputy Director or Legislative and Public Affairs Manager.

c. Agency Contacts

David Gerstenfeld, Acting Director - 503-947-1477

5. Review Schedule

This policy will be reviewed at least every three years or sooner when needed.

6. Exceptions

None

7. Compliance

All Employment Department employees are expected to comply with this policy. Questions about compliance should be directed to one of the contacts above.

8. References

[Map of Employment Department Services and Oregon Tribal Government Headquarters](#)

Governor's Native American Indian Heritage Month Proclamation

9. Attachments & Links

None

10. Approved

David Gerstenfeld, Acting Director

Attachments

[Governor's Native American Indian Heritage Month Proclamation](#)

[Map of Employment Department Services and Oregon Tribal Government Headquarters](#)

Approval Signatures

Step Description	Approver	Date
Review Initiated	Jeannine Beatrice: Deputy Director	Pending
Review Initiated	Anne Friend: Policy Coordinator	Pending

COPY

APPENDIX B – DIRECTOR’S ALL-STAFF EMAIL

From: GERSTENFELD David K * OED
Sent: Wednesday, May 4, 2022 9:54 PM
To: GERSTENFELD David K * OED
Subject: Tribal Government to Government report
Attachments: EDPUB163_1221.pdf; Tribal Government-to-Government Relations Policy - PO-0008.pdf

Sent to OED_DL_ALL_STAFF

Dear Employment Department Colleagues,

Please take some time to review our attached *Government to Government 2021 Annual Report*, which is an annual report that all state agencies submit to the [Legislative Commission on Indian Services \(LCIS\)](#). LCIS is an advisory body of 13 tribal leaders and legislators created in 1975 to serve as a point of contact and forum for consideration of tribal-state issues. The report describes our programs and interactions with Oregon’s nine federally-recognized tribes from October 1, 2020, through September 30, 2021.

I would like to acknowledge and thank the agency employees who helped prepare this report, as well as all employees who assist tribal governments and tribal members. Thank you!

Please also review our attached *Tribal Government to Government Relations* policy that outlines our commitment to collaborating with Oregon’s tribal governments as sovereign nations located within the state of Oregon. I would also like to share with you the following responsibilities for state agencies in working with Tribes, as laid out in the [Oregon Revised Statutes 182.162 to 182.168](#):

“State agencies to develop and implement policy on relationship with tribes; cooperation with tribes.

1. A state agency shall develop and implement a policy that:
 - a. Identifies individuals in the state agency who are responsible for developing and implementing programs of the state agency that affect tribes.
 - b. Establishes a process to identify the programs of the state agency that affect tribes.
 - c. Promotes communication between the state agency and tribes.
 - d. Promotes positive government-to-government relations between the state and tribes.
 - e. Establishes a method for notifying employees of the state agency of the provisions of ORS 182.162 to 182.168 and the policy the state agency adopts under this section.
2. In the process of identifying and developing the programs of the state agency that affect tribes, a state agency shall include representatives designated by the tribes.
3. A state agency shall make a reasonable effort to cooperate with tribes in the development and implementation of programs of the state agency that affect tribes, including the use of agreements authorized by ORS 190.110.”

Continues on page 14

If you have any questions about how to consult with Tribes in developing and implementing agency programs that could affect Tribes, please contact me. Thank you again for all you do in consultation with Oregon's Tribes and for all Oregonians and Oregon businesses.

David Gerstenfeld | Acting Director | **Oregon Employment Department**
503-947-1477 | david.k.gerstenfeld@employ.oregon.gov
Pronouns: he, him

For scheduling, please contact my assistant, Monica Reyna-Dunigan | Desk: 503-947-1474 | Cell: 503-508-4073 |
monica.e.reyna-dunigan@employ.oregon.gov

We envision an Oregon where meaningful work enables the state's diverse people and businesses to realize their full potential, creating prosperity in every community

APPENDIX C – OREGON INDIAN TRIBAL GAMING AND EMPLOYMENT

Oregon Indian Tribal Gaming and Employment

October 13, 2021

by *Dallas Fridley*

In 1987, the U.S. Supreme Court affirmed the authority of tribal governments to establish gaming operations independent of state regulation, provided that the state in question permits some form of gaming. Congress took up the issue of tribal gaming and conducted a series of hearings, ultimately culminating in the passage of the Indian Gaming Regulatory Act of 1988 (IGRA).

The National Indian Gaming Commission (NIGC) – www.nigc.gov – is an independent federal regulatory agency of the United States that was established pursuant to the IGRA. The NIGC website provides a list of gaming tribes and reports on tribal gaming revenue. According to the NIGC, there are eight Indian casinos operating in Oregon.

Nationally, the Indian gaming industry has grown from one that produced \$5.5 billion in total revenues in fiscal year (FY) 1995, to one that reached \$34.6 billion in FY 2019. Between 2014 and 2019, the Indian gaming industry experienced 4.1% growth annually. The most recent Indian gaming statistics, provided by the NIGC, indicate that in FY 2020 there were 524 Indian gaming establishments in the United States associated with 248 tribes across 29 states. Gaming industry revenue fell to \$27.8 billion in FY 2020, a loss of 19.5% or \$6.7 billion.

California and Northern Nevada alone generated \$9.7 billion in FY 2019, with 76 Indian gaming operations reporting gaming revenues. In FY 2020, gaming revenues in California and Northern Nevada dropped to \$8.4 billion (-13.2%). In the Portland region, which includes Alaska, Idaho, Oregon, and Washington, Indian tribes operated 57 gaming facilities and generated \$3.8 billion in FY 2019. Gaming revenues in the Portland region fell to \$3.1 billion in FY 2020, a drop of 18.3%. Nationally, tribal gaming operations with revenues of \$250 million and over accounted for 45.2% of Indian gaming revenue in FY 2019 but represented just 6.3% of gaming operations, numbering 33. Only 22 gaming operations produced revenues of \$250 million and over in FY 2020.

The contributions of Indian gaming to Oregon’s economy were analyzed by ECONorthwest over 2012 and 2013. According to the report, Indian tribal gaming stimulated more than \$1.4 billion in total economic output statewide, supporting 11,510 jobs and \$237.1 million in wages and benefits. Grants and donations from Indian tribes to local charities totaled \$6.9 million in 2013.

Indian Gaming Facilities in Oregon

Each of Oregon’s nine federally recognized tribes have operated a casino. The Cow Creek Band of Umpqua Indians was the first, opening Cow Creek Indian Bingo in 1992, which was quickly expanded into Seven Feathers Casino. Five additional casinos were operating by the end of 1995:

- Wildhorse – Confederated Tribes of Umatilla
- Chinook Winds – Confederated Tribes of Siletz
- Indian Head – Confederated Tribes of Warm Springs
- The Mill – Coquille Indian Tribe
- Spirit Mountain – Confederated Tribes of the Grand Ronde

Kla-Mo-Ya Casino – operated by the Klamath Tribes – opened in 1997, followed by Old Camp Casino – operated by the Burns Paiute Tribe – in 1998. The Old Camp Casino closed in late 2012 and plans for a new facility were announced but have yet to materialize. Indian Head Casino changed its name to Kah-Nee-Ta High Desert Resort & Casino in February of 2001, but a new, expanded facility opened in 2012, reverting back to the Indian Head Casino title. Three Rivers Casino – operated by the Confederated Tribes of Coos, Lower Umpqua and Siuslaw – opened in 2004. An additional gaming facility, Three Rivers Casino-Coos Bay, opened in 2013.

Counties with Indian Tribal Government Employment in Oregon

County	Resort/Casino Facility
Clackamas	
Coos	The Mill Casino & Three Rivers Casino
Douglas	Seven Feathers Casino Resort
Harney	Old Camp Casino (Temporarily Closed)
Hood River	
Jackson	
Jefferson	Indian Head Casino
Klamath	Kla-Mo-Ya Casino
Lane	Three Rivers Casino
Lincoln	Chinook Winds Casino
Marion	
Multnomah	
Polk	Spirit Mountain Casino
Umatilla	Wildhorse Gaming Resort and Casino
Wallowa	
Wasco	

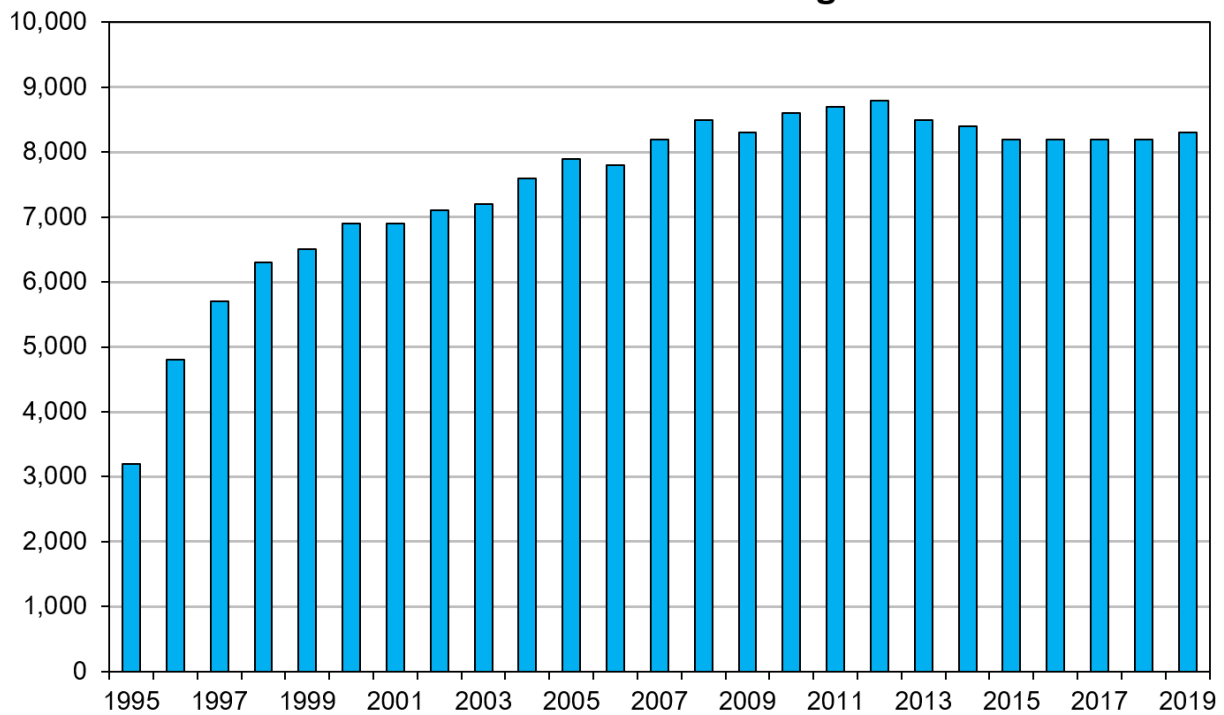
In addition to the nine operating casinos, Oregon's Indian tribal government employment is spread out across 17 counties. Casino gaming does dominate the employment profile of Indian tribal government, but there are also many other industries and activities that provide jobs.

Oregon's Indian Tribal Employment Profile

The Indian tribal government employment series dates back to 1995 when it was moved out of private and into local government ownership. In its first year, the Indian tribal government series averaged 3,200 jobs. Although a comparative employment figure for 1994 isn't available, Indian tribal government entered 1995 with just 2,200 jobs and by December its total reached 4,200, a gain of 2,000 jobs.

Indian tribal government averaged 6,300 workers in 1998, a gain of 3,100 or nearly 100% over its 1995 average. And the industry continued to grow, adding 2,500 jobs to average 8,800 in 2012, an increase of nearly 40%.

**Indian Tribal Government Employment, Oregon
1995-2019 Annual Averages**



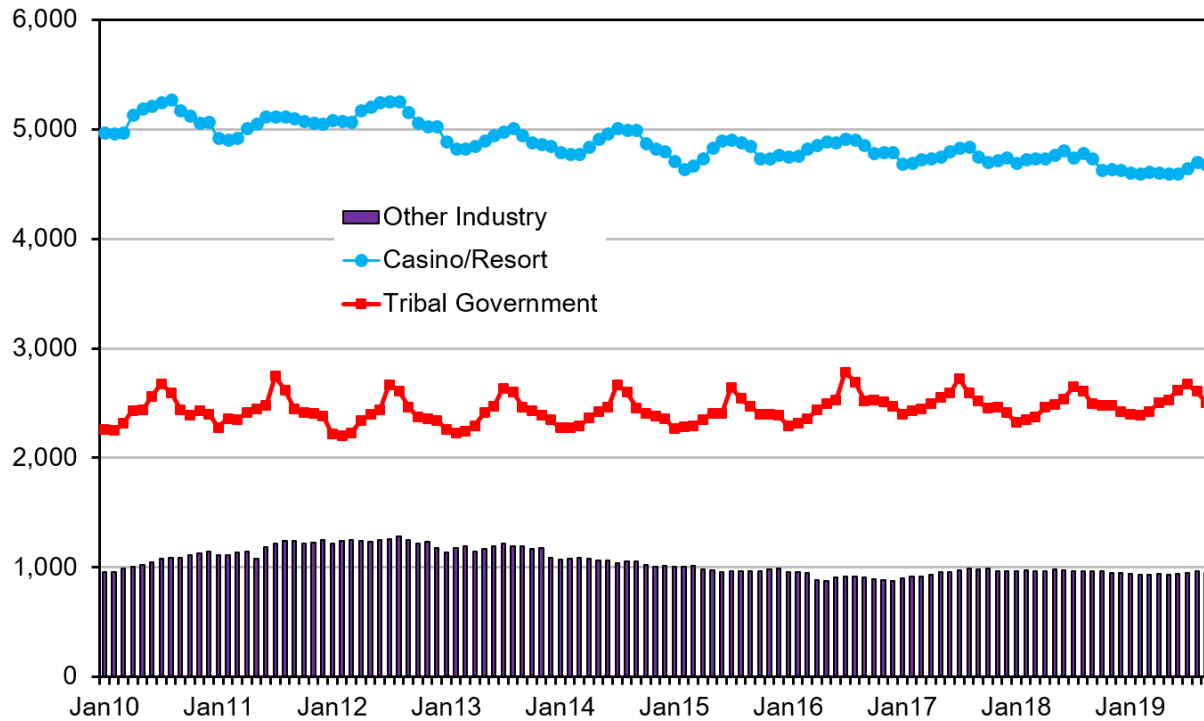
Source: Oregon Employment Department

Beginning in 2013, however, Indian tribal government pulled back, falling to 8,200 jobs in 2015 and holding steady from 2016 to 2018. Employment fell slightly in 2019, dropping by 100 jobs to average 8,100, Indian tribal government's lowest employment total since 2006. On the payroll side, Indian tribal government reached a record \$348.3 million in 2019 payrolls, a new peak, while annual wages averaged \$43,029.

COVID-19 job losses hit Indian tribal government in 2020, resulting in the loss of 500 jobs. Payrolls also fell in 2020 – by about 2.3% or \$8.1 million – but the average wage actually rose to \$45,123. Through the first nine months of 2021, Indian tribal government averaged 7,600 jobs, matching its 2020 annual average. Indian tribal government gained 700 jobs since January 2021 to reach 7,900 in August; an over-the-year increase of 400 jobs or 5%.

Indian tribal governments in Oregon operated 81 employer units in 2020, covering the 17 counties shown in the table. Public administration, which typically represents government administrative functions, provided 32% of the industry's jobs.

Oregon Indian Tribal Government, Casino/Resort and Other Industry Employment, Jan 2010-Sept 2019



Source: Oregon Employment Department

Outside government administrative work and resort and casino employment, about 12% of Indian tribal government jobs were found in industries that include agriculture, utilities, construction, manufacturing, retail trade, information, financial activities, professional and business services, educational and health services, and other services. The amusement, gambling and recreation sector and casino hotels (resort and casino) held close to 56% of Oregon's 2020 Indian tribal government employment.

OREGON EMPLOYMENT DEPARTMENT

APPENDIX D – EMPLOYMENT DEPARTMENT OFFICE INVENTORY UPDATES

Office Name and Address	Item Description	Location in Office and Additional Details
<p>Central Office 875 Union St NE Salem, OR 97311 Year Built: 1974 Owned Building: No</p>	<ol style="list-style-type: none"> 1. Photographs of agency employees (90%) and events (10%) from approximately 1989 – 1999 2. Unemployment Insurance records, including State Employment Commission, for 1952, 1959, 1936-1940 and agency newsletters from 1960 – 1982 3. Agency time capsule from 1990 (see Appendix 7 for pdf of inventory) 4. Annual reports 5. Photographs and negatives from 1960-1980 6. International Association of Personnel in Employment Service background material for Tom Fuller’s history book 7. Several manila envelopes of photographs, primarily of agency employees and directors from 1930s-present, and including a photograph of the central office under construction in 1972 8. Laminated employer records from 1930s-1940s (McMinnville area); Unemployment Compensation Law handbook, 1935; Scrapbook from 1984, mainly employee photographs; approximately 250 “Success story” jobseeker photographs 	<p><i>Items 1-11 are in an 800 square foot storage room located in the first floor auditorium:</i></p> <ol style="list-style-type: none"> 1. In two boxes 2. In one box 3. In one box 4. In one box 5. In on box 6. In one box 7. In one box 8. In one box 9. In one box 10. In two boxes 11. In one box 12. In Human Resources, 1st floor 13. In the Director’s Office, 3rd floor 14. In Human Resources, 1st floor

	<p>from the 1970s</p> <p>9. Unemployment Insurance policies and manuals from 1930s and on</p> <p>10. Agency VHS tapes</p> <p>11. Photographs from 1970s</p> <p>12. A June 2000 publication by the agency titled <i>American Indians, Blacks, & Asians in Oregon's Work Force</i>. See front cover and Appendix 5 for photographs of this item.</p> <p>13. A 2009 publication by two former agency employees, past Communications Director Tom Fuller and past State Labor Economist Art Ayre, titled <i>Oregon at Work 1859 – 2009</i></p> <p>14. Publication (undated) titled <i>Historic Oregon City</i>. See Appendix 6 for photographs of this item.</p>	
<p>1610 9th Court Hood River, OR 97031 Year Built: unknown Owned Building: no</p>	N/A	Small rented office space for one employee
<p>404 SW Columbia St Bend, OR 97702 Year Built: unknown Owned Building: no</p>	N/A	Small rented office space for two employees
<p>1401 Willamette Eugene, OR 97401 Year Built: unknown Owned Building: no</p>	N/A	Small rented office space for one employee (currently vacant)
<p>1618 SW First Ave Ste 450 Portland, OR 97201 Year Built: 1969 Owned Building: no</p>	N/A	Small rented office space for two employees
<p>Department of Revenue 955 Center Street, NE Salem, OR 97301</p>	N/A	Storage cabinets for office supplies only

Year Built: 1981 Owned Location: no		
WorkSource Brookings 16261 Highway 101 South, Suite 11, Brookings, OR 97415 Year Built: 1988 Owned Building: no	1. Workforce Investment Act Title 1B program files 2. Title 1 partner's active files	1. In one box under a desk, kept on a rolling, twelve-month basis 1. In three drawers of a filing cabinet
WorkSource Coos Bay 990 S 2 nd Street Coos Bay, OR 97420 Year Built: 1995 Owned Building: no	1. Workforce Investment Act Title 1B program files 2. Audit/security files	1. In about ten boxes in a large closet and in a single, two-drawer lateral filing cabinet. Files in the cabinet are kept on a rolling, twelve-month basis 2. In about three boxes in a large closet
WorkSource Douglas 846 SE Pine St Roseburg, OR 97470 Year Built: 1961 Owned Building: yes	1. Workforce Investment Act Title 1B program files 2. Title 1 partner's active files 3. Audit/security files	1. In a filing cabinet kept on a rolling, twelve-month basis 2. In three boxes and four, four-drawer filing cabinets 3. In three boxes in a storage room
WorkSource Lebanon 44 Industrial Way, Suite B, Lebanon, OR 97355 Year Built: 2002 Owned Building: no	N/A	Storage cabinets with office supplies only
WorkSource Albany 139 4 th Ave SE Albany, OR 97321 Year Built: 1965 Owned Building: yes	1. Workforce Investment Act Title 1B program files 2. Able-Bodied Adults Without Dependents (ABAWD) program files 3. Four paintings by George Hamilton that were commissioned in 1979 4. Wooden wall decoration of the old Western Craft paper mill from 1979	1. Supply cabinet and at Workforce Innovation and Opportunity Act employee workstations 2. At ABAWD employee desks 3. Displayed in the Hamilton Room (see Appendix 8) 4. Displayed over the copy machine (see Appendix 8)
WorkSource Astoria 450 Marine Drive Suite 110 Astoria, OR 97103 Year Built: 1998	1. Workforce Operations complaint files and system logs	1. In limited storage space and sent to Central Office quarterly

Owned Building: no		
WorkSource Corvallis 4170 SW Research Way, Corvallis, OR 97333 Year Built: unknown Owned Building: no	1. Workforce Operations complaint files and system logs	1. In limited storage space and sent to Central Office quarterly
WorkSource Lincoln City 4157 NW Hwy 101 Suite 250, Lincoln City, OR 97367 Year Built: unknown Owned Building: no	1. Workforce Operations complaint files and system logs	1. In limited storage space and sent to Central Office quarterly
WorkSource Newport 120 NE Avery Street, Newport, OR 97365 Year Built: 1994 Owned Building: no	1. Workforce Operations complaint files and system logs	1. In minimal storage space and sent to Central Office quarterly
WorkSource St Helens 500 N HWY 30 Suite 320 St Helens, OR 97051 Year Built: 1976 Owned Building: no	1. Workforce Operations complaint files and system logs	1. In several storage areas in the back of the office and sent to Central Office quarterly
WorkSource Tillamook 2101 5 th Street Tillamook OR 97141 Year Built: 1988 Owned Building: no	1. Workforce Operations complaint files and system logs	1. In limited storage space and sent to Central Office quarterly
WorkSource Medford 119 N. Oakdale Avenue Medford OR 97501 Year Built: 1960 Owned Building: yes	1. Workforce Operations complaint files and system logs. 2. Workforce Investment and Opportunity Act, Able-Bodied Adults Without Dependents, and STEP program files	1. In filing cabinet and and sent to Central Office quarterly 2. In various filing cabinets
WorkSource Grants Pass 1569 NE "F" Street Grants Pass, OR 97526 Year Built: unknown Owned Building: no	1. Workforce Operations complaint files and system logs. 2. Workforce Investment and Opportunity Act, Able-Bodied Adults Without Dependents, and STEP program files	1. In filing cabinet and sent to Central Office quarterly 2. In various filing cabinets
WorkSource Polk 580 Main Street, Suite B, Dallas, OR 97338 Year Built: 1999 Owned Building: no	N/A	Storage cabinets with office supplies only
WorkSource Woodburn 120 E. Lincoln St., Suite 115,	N/A	Storage cabinets with office supplies only

<p>Woodburn, OR 97071 Year Built: unknown Owned Building: no</p>		
<p>WorkSource Salem 605 Cottage St. NE Salem, OR 97301 Year Built: 1963 Owned Building: yes</p>	<ol style="list-style-type: none"> 1. Workforce Innovation Act Title 1B program files 2. Audit/security files 3. Veterans' files 4. Bend Unemployment Insurance Contact Center files 5. AD for Workforce programs archives 6. JOBS program files 7. Able-Bodied Adults Without Dependents program files 8. Workforce and Economic Research Division records 9. Unemployment Insurance Tax Division records (paper) 10. Unemployment Insurance Tax Division records (microfilm) 11. Unemployment Insurance Tax Division retired employee records 12. International Association of Personnel in Employment Security historical files 13. Files from retired employee (Kilmer) 14. Research and Statistics files 15. Unemployment Insurance Division ledgers 	<p><i>All of the following are in the 6,200 square foot office basement:</i></p> <ol style="list-style-type: none"> 1. In eight, five-drawer cabinets and seven longboxes. 2. In three boxes. 3. In three boxes. 4. In two boxes. 5. In four boxes. 6. In twenty-eight boxes. 7. In five boxes. 8. In thirteen boxes. 9. In thirty boxes. 10. In 152 boxes. 11. In five boxes. 12. In four boxes. 13. In one box. 14. In fifty-two boxes. 15. In five boxes.
<p>WorkSource Yamhill 370 NE Norton Lane, McMinnville, OR 97128</p>	<p>N/A</p>	<p>Storage cabinets with office supplies only</p>

Year Built: unknown Owned Building: no		
WorkSource Klamath Falls 801 Oak Ave Klamath Falls, OR 97601 Year Built: 1963 Owned Building: yes	<p>1. Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act program files</p> <p>2. Workforce Innovation Opportunity Act and Supplemental Employment Department Administration Fund (SEDAF) program files</p> <p>3. Funded Workforce Activities program files</p> <p>4. Workforce Operations complaint files and system logs</p> <p>5. Unemployment Insurance Tax division documents</p> <p>6. National Career Readiness Certification Support Services program files</p>	<p>1. In two filing cabinets adjacent to the Disabled Veterans Outreach Program cube and filing cabinet in manager's office</p> <p>2. In 180 square foot file room</p> <p>3. In two filing cabinets adjacent to Disabled Veterans Outreach Program cube</p> <p>4. In binder in the Migrant Seasonal Farmworker cube</p> <p>5. In 250 square foot storage space behind the Disabled Veterans Outreach Program cube</p> <p>6. In two filing cabinets adjacent to the Disabled Veterans Outreach Program cube</p>
WorkSource Lane Florence 3180 Hwy 101 N Florence, OR 97439 Year Built: 1986 Owned Building: no	N/A	Three filing cabinets with office supplies only
WorkSource Lane Eugene 2510 Oakmont Way Eugene, OR 97401 Year Built: 1976 Owned Building: yes	N/A	Three dedicated storage spaces in the building with office supplies only: first space is estimated 24 x 26 and is located on the first floor, second space is estimated 10 x 10 and is also located on the first floor, and third space is estimated 10 x 10 located on the second floor
WorkSource Portland Metro Beaverton/Hillsboro 241 SW Edgeway Drive Beaverton, OR 97006 Year Built: unknown Owned Building: no	Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities	<p>Employees may retain paper resumes/program information for customers. This is located in a locked file at their desk.</p> <p>Office supplies are kept in a central storage room</p>

<p>WorkSource Portland Metro Tigard 11950 SW Garden Pl Suite 100 Tigard, OR 97223 Year Built: unknown Owned Building: no</p>	<p>Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities</p>	<p>Employees may retain paper resumes/program information for customers. This is located in a locked file at their desk.</p> <p>Office supplies are kept in a central storage room</p>
<p>WorkSource Portland Metro Gresham 18633 SE Stark Street Suite 201 Gresham, OR 97233 Year Built: 2019 Owned Building: no</p>	<p>Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities</p>	<p>Employees may retain paper resumes/program information for customers. This is located in a locked file at their desk.</p> <p>Office supplies are kept in a central storage room</p>
<p>WorkSource Portland Metro SE 7916 SE Foster Road, Suite 104 Portland, OR 97206 Year Built: unknown Owned Building: No</p>	<p>Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities</p>	<p>Employees may retain paper resumes/program information for customers. This is located in a locked file at their desk.</p> <p>Office supplies are kept in a central storage room</p>
<p>WorkSource Portland Metro N/NE 30 N Webster Portland, OR 97217 Year Built: 1970 Owned Building: no</p>	<p>Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities</p>	<p>Employees may retain paper resumes/program information for customers. This is located in a locked file at their desk.</p> <p>Office supplies are kept in a central storage room</p>
<p>WorkSource Bend 1645 NE Forbes Road, Suite 100 Bend OR 97701 Year Built: 1980 Owned Building: no</p>	<p>1. Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities, WO Complaint Files & Complaint System Logs, Office Monitoring (ADA & LEP Compliance Visits). Trade Adjustment Assistance Case Files.</p>	<p>1. In small, 2 and 3 drawer pedestal filing cabinets at each team member desk. Also contained in large 2-3 drawer filing cabinets contained in storage rooms and located in staff common areas</p> <p>2. Contained in two and three drawer filing cabinets in Office of Administrative Hearings offices</p> <p>3. Contained in two and three</p>

	<p>2. Office of Administrative Hearing records</p> <p>3. Unemployment Insurance Tax records</p>	<p>drawer filing cabinets in Unemployment Insurance Tax office</p> <p>Additional storage: 143 and 150 square foot storage rooms</p>
<p>WorkSource Madras 678 US-97 Madras, OR 97741 Year Built: unknown Owned Building: no</p>	<p>Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities</p>	<p>In small, two and three drawer pedestal filing cabinet at team member desk</p>
<p>WorkSource Prineville 457 NE Ochoco Plaza Drive Prineville, OR 97754 Year Built: 1970 Owned Building: no</p>	<p>Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities</p>	<p>In small, two and three drawer pedestal filing cabinet at team member desk</p> <p>Additional storage: two small (approx. twenty square foot) closets</p>
<p>WorkSource Redmond 2158 SE College Loop, Suite B Redmond, OR 97756 Year Built: 1997 Owned Building: no</p>	<p>1. Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities, WO Complaint Files & Complaint System Logs, Office Monitoring (ADA & LEP Compliance Visits). Trade Adjustment Assistance Case Files</p> <p>2. Unemployment Insurance Tax documents</p>	<p>1. In small, two and three drawer pedestal filing cabinets at each team member desk and in large, two and three drawer filing cabinets located in storage rooms and staff common areas</p> <p>2. In two and three drawer filing cabinets in Unemployment Insurance Tax office</p> <p>Additional storage: 24 square foot closet, located in the computer lab</p>
<p>WorkSource Clackamas 506 High Street Oregon City, OR 97045 Year Built: 1959 Owned Building: yes</p>	<p>1. Five historic Oregon City photographs</p>	<p>1. Hanging in the Willamette Room</p> <p>Additional storage: 72 square foot storage room restroom, 220 square foot partial basement, and several filing cabinets with customer resources</p>

<p>WorkSource The Dalles 700 Union Street, Suite 105 The Dalles, OR 97058 Year Built: 1979 Owned Building: no</p>	<p>Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities, WO Complaint Files & Complaint System Logs, Office Monitoring (ADA & LEP Compliance Visits)</p>	<p>In small, two and three drawer pedestal filing cabinets at each team member desk. Also contained in large two or three drawer filing cabinets contained in storage rooms and located in staff common areas.</p> <p>Additional storage: 120 square foot storage room</p>
<p>WorkSource Woodburn 120 E. Lincoln St, Suite 115, Woodburn, OR 97071 Year Built: unknown Owned Building: no</p>	<p>Workforce Investment Opportunity Act (WIOA) and Title 1B program records</p>	<p>In a storage room</p> <p>Additional storage: cabinets with office supplies</p>
<p>WorkSource Hermiston 950 SE Columbia Dr Ste. B Hermiston, OR 97838 Year Built: 2001 Owned Building: no</p>	<p>Complaint logs/files, STEP support services items/logs, local office billing/invoicing files, safety binders</p>	<p>In locking filing cabinets</p> <p>Additional storage: Cabinets in employee breakroom area for office supplies</p>
<p>WorkSource Pendleton 408 SE 7th St. Pendleton, OR 97801 Year Built: 1968 Owned Building: no</p>	<p>1. Complaint logs/files, STEP support services items/logs, local office billing/invoicing files, safety binders</p> <p>2. Various paintings/artworks</p>	<p>1. In locking filing cabinets</p> <p>2. Hung on walls</p> <p>Additional storage: Supply/Server room; closet</p>
<p>WorkSource LaGrande 1901 Adams Ave La Grande, OR 97850 Year Built: unknown Owned Building: no</p>	<p>Complaint logs/files, STEP support services items/logs, local office billing/invoicing files, safety binders</p>	<p>In locking filing cabinets</p> <p>Additional storage: Supply/Server room; closet</p>
<p>WorkSource Baker City 1575 Dewey Ave Baker City, OR 97814 Year Built: 1950 Owned Building: yes</p>	<p>Complaint logs/files, STEP support services items/logs, local office billing/invoicing files, safety binders</p>	<p>In locking filing cabinets</p> <p>Additional storage: Supply/Server room; closet</p>
<p>WorkSource Canyon City 120 S Washington St Canyon City, OR 19820 Year Built: 1937 Owned Building: no</p>	<p>Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities</p>	<p>In filing cabinets</p> <p>Additional storage: 48 square foot network closet and three storage closets totaling approximately 100 square feet</p>

<p>WorkSource Ontario 375 SW 2nd Ave Ontario, OR 97914 Year Built: 1966 Owned Building: yes</p>	<p>Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities</p>	<p>In filing cabinets</p> <p>Additional storage: 90 square foot network closet; 120 square foot utility room; 32 square foot storage closet</p>
<p>WorkSource Burns 809 West Jackson St Burns, OR 97220 Year Built: unknown Owned Building: no</p>	<p>Program records related to Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act (WIOA) and Supplemental Employment Department Administration Fund (SEDAF) Funded Workforce Activities</p>	<p>In filing cabinets</p> <p>Additional storage: 100 square foot meeting room</p>
<p>Office of Administrative Hearings – Salem Office 4600 25th Ave NE Ste 140 Salem OR 97301 Year Built: 1985 Owned Building: no</p>	<p>1. Training manuals</p>	<p>1. Located in the 1,140 square foot Salem Conference room. Some training materials may have confidential information about tribal governments or tribal members related to the Oregon Water Resources Department cases.</p> <p>Additional storage: 800 square foot storage room, 40 square foot storage room, 99 square foot storage room, and 330 square foot storage room, all for office supplies</p>
<p>Office of Administrative Hearings Eugene Office 2510 Oakmont Way Eugene, OR 97401 Year Built: 1976 Owned Building: yes</p>	<p>1. Training manuals</p>	<p>1. Located in filing cabinets in individual offices. Some training materials may have confidential information about tribal governments or tribal members related to the Oregon Water Resources Department cases</p> <p>Additional storage: 64 square foot storage area for office supplies</p>
<p>Office of Administrative Hearings Tualatin Office 7995 SW Mohawk Street Tualatin, OR 97062 Year Built: 1982 Owned Building: no</p>	<p>1. Photographs of Oregon locations</p>	<p>1. Located in the public lobby and inner common areas</p> <p>Additional storage: 180 square foot storage area</p>

<p>Office of Administrative Hearings Division Office 9226 SE Division Street Portland, OR 97266 Year Built: unknown Owned Building: unknown</p>	<p>1. Photographs of Oregon locations</p>	<p>1. Located in the public lobby Additional storage: 99 square foot storage area</p>
<p>Employment Appeals Board Confidential location in Salem Year Built: 1933 Owned Building: no</p>	<p>“The Oregon Plate” commemorative plate made by Johnson Bros England for Meier & Frank Co. and various commemorative mugs from Governor Atiyeh’s time in office 3. Clippings binder for the building, including articles of interest regarding events and tenants at the house, floor plans, etc., dating from 1928-2012</p>	<p>1. Located in conference room 2. Located on conference room shelf 3. Located in front office desk Additional storage: various filing cabinets around the building, used for office supplies and state property</p>
<p>Beaverton Contact Center or Willamette Valley Contact Center Confidential location in Beaverton, OR Year Built: unknown Owned Building: no</p>	<p>N/A</p>	<p>150 square foot storage room, four five-drawer cabinets, and four four-shelf units, all for office supplies</p>
<p>Bend Contact Center Confidential address in Bend, OR Year Built: 1988 Owned building: yes</p>	<p>N/A</p>	<p>Storage cabinets for office supplies only</p>

The Oregon Employment Department (OED) is an equal opportunity agency. OED provides free help so you can use our services. Some examples are sign language and spoken-language interpreters, written materials in other languages, large print, audio, and other formats. To get help, please call 503-947-1444. TTY users call 711. You can also send an email to communications@employ.oregon.gov.

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