

The Bureau of Labor and Industries (BOLI) does not currently have a policy as adopted under ORS 182.164. To correct this, BOLI's appointed tribal liaison Rhys Ornstein-Hawes has reached out to all nine Tribal Governments to establish a relationship with the intent of developing BOLI's Tribal Consultancy policy. The policy will be developed by the tribal liaison and the BOLI Commissioner and Deputy Commissioner in consultancy with tribal representatives. Through the process of developing the BOLI Tribal Consultancy policy, BOLI will identify the programs of the state agency that affect tribes and develop best practices for ongoing communication between BOLI and individual Tribal Governments. BOLI is conscious that the jurisdiction of the agency covering employment discrimination and wage claims do not apply to the sovereign tribal governments, and expects continuing apprenticeship-related collaboration that has been supported by BOLI Future Ready Oregon grants and conversations between the Commissioner and tribal officials. Once the policy is under development, BOLI employees will be able to track its progress via SharePoint and have the opportunity to provide feedback as part of the BOLI policy development process. BOLI intends to have developed a policy meeting the requirements outlined in ORS 182.164 by December 2025.

BOLI's Tribal Liaison attended the 2024 Government-to-Government Summit to learn about the issues currently impacting Oregon tribes and connect with tribal representatives and other state tribal liaisons. BOLI has also joined the LCIS Economic Development cluster, and the tribal liaison attended the recent LCIS cluster meeting on September 26, 2024. BOLI employees were not able to access the DAS training as required by ORS 182.166(1) but BOLI will prioritize ensuring that BOLI managers and tribal liaison attend training in 2025 as it is made available. BOLI staff were provided with an introduction to the principals of tribal consultancy during an optional staff community conversation in November 2024.