



Bureau of Labor and Industries: Tribal Liaison Activities and Cultural Items Status Report

December 15, 2025

The Bureau of Labor and Industries (BOLI) does not currently have a Tribal consultation policy as adopted under ORS 182.164. BOLI's appointed Tribal liaison Rhys Ornstein-Hawes has reached out to all nine Tribal Governments to establish interest in collaboratively developing BOLI's Tribal Consultancy policy with limited success. BOLI is conscious that the jurisdiction of the agency covering employment discrimination and wage claims do not apply to the sovereign Tribal governments. Similarly, BOLI does not maintain Tribal cultural items and does not currently engage in any survey work.

In light of Governor Kotek's comments during the 2025 Government-to-Government Summit acknowledging that some agencies may have limited purpose in developing formal policies based on their relative overlap in services with Tribal governments, BOLI is refocusing on building opportunities for collaboration with Tribal communities around registered apprenticeship programs. On October 7th, 2025, BOLI's Tribal Liaison presented an overview of Oregon's registered apprenticeship programming at the LCIS Economic Development cluster in Coos Bay. The presentation provided an overview of the benefits of registered apprenticeship programs, alongside BOLI's other agency functions. At LCIS co-chair Brian Zimmerman and Bruce Plinski's suggestion, BOLI has placed a request to join the LCIS Education cluster to further expand opportunities for collaboration.

In August 2025, BOLI's Tribal liaison and Public Records Manager reached out to Tribal representatives to discuss and review public records prior to records destruction as per State Agency Public Records retention standards. BOLI's Tribal Liaison attended the 2025 Government-to-Government Summit to learn about the issues currently impacting Oregon tribes and connect with Tribal representatives and other state Tribal liaisons. As in 2024, BOLI employees were not able to access the DAS training as required by ORS 182.166(1) due to its non-existence, but BOLI will prioritize ensuring that BOLI managers and Tribal liaison attend training in 2026 as it is made available. Additionally, all BOLI staff were provided with an introduction to the principals of Tribal consultancy at an optional staff conversation in honor of Native American Heritage Month.