

# GOVERNMENT TO GOVERNMENT 2023 ANNUAL REPORT



SUPPORT BUSINESS | PROMOTE EMPLOYMENT

# INTRODUCTION

The Oregon Employment Department is pleased to share our 2023 Government-to-Government Report with the Legislative Commission on Indian Services, and Governor 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 Oct. 1, 2022, through Sept. 30, 2023.

# 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 jobseekers in support of their employment needs.
- ↳ Developing and distributing a quality workforce and economic information to promote informed decision-making.
- ↳ Providing easily accessible Paid Leave Oregon benefits that will 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, 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:

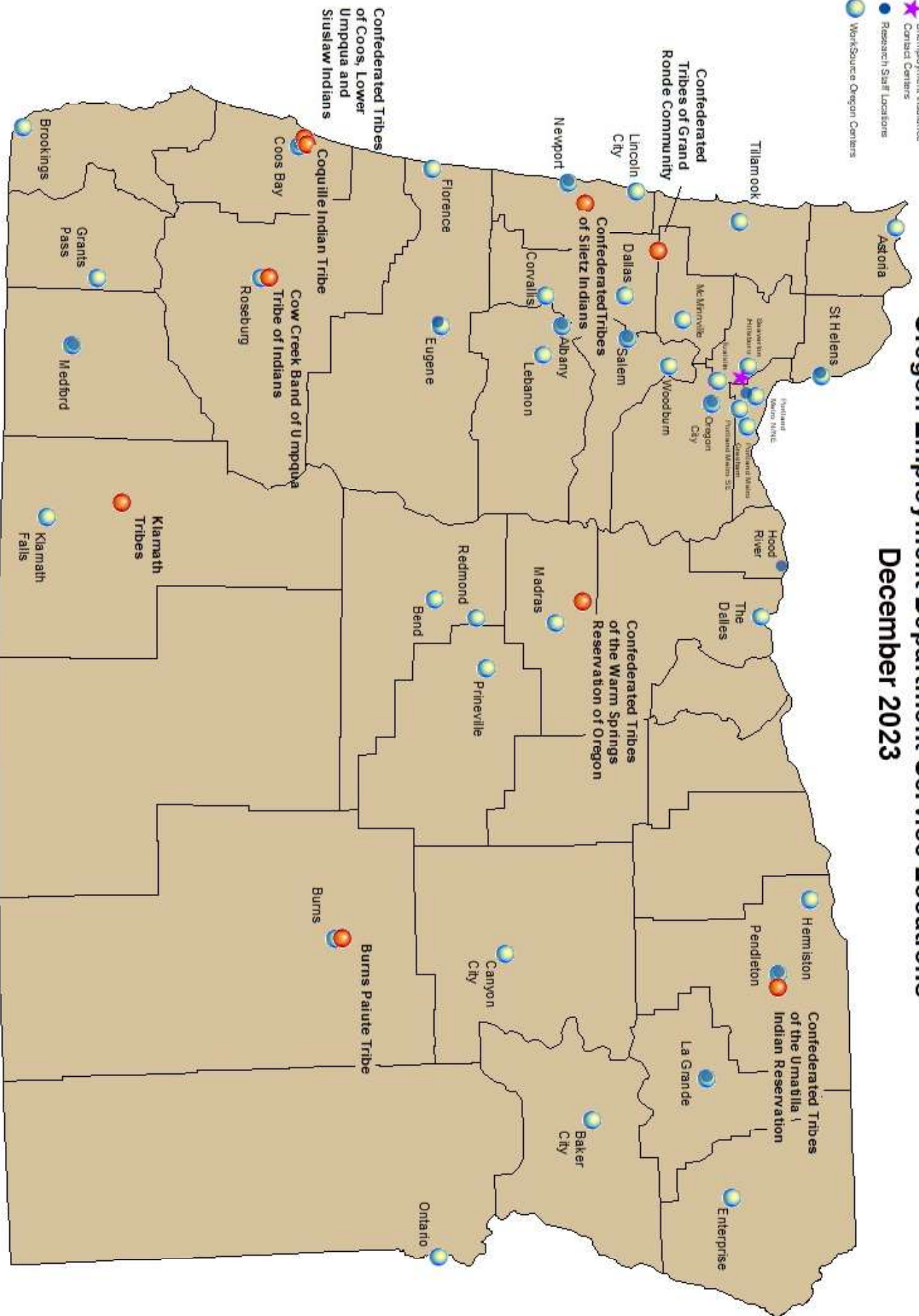
- ↳ We are conscientious stewards of public resources.
- ↳ We are accountable for our actions and we admit when we are wrong.
- ↳ We are inclusive and transparent in our decision-making.
- ↳ We seek out and form effective alliances to address community needs.
- ↳ We promote a positive, safe, and learning 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 2023

- 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](mailto:David.K.Gerstenfeld@employ.oregon.gov)

Rebecca Nance, Tribal Liaison and Senior Legislative Advisor, 503-947-3098 or [Rebecca.Nance@employ.oregon.gov](mailto:Rebecca.Nance@employ.oregon.gov)

## THE DIRECTOR

Our director, who was appointed to his role in an acting capacity in May 2020, and confirmed as director by the Senate in June 2023, 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 director seeks input from representatives of Oregon's Tribes in developing programs or policies that may impact the Tribes. Our director ensures compliance with relevant state and federal laws relating to relationships with tribal entities and also makes sure 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 February 2023).

## ACTIVITIES AND INITIATIVES

Our Senior Legislative Advisor Rebecca Nance is part of the director's staff and is a key contact for the Tribes and assists our 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 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 these partnerships.

# EQUITY AND INCLUSION OFFICER

## Overview

The agency has an Equity and Inclusion Office and an Equity and Inclusion Council. The agency's Equity and Inclusion Office expanded in 2023 through the passage of the agency's biennial budget, growing from two to six full-time employees and one limited duration position. The office supports all agency divisions and offices in embedding equity and inclusion practices into the creation of implementation of policies, procedures, and programs through an equity framework. Tribal consultation is one of the four pillars of the office's guiding equity framework. This framework helps support the agency's vision by helping reduce barriers to historically and currently marginalized communities and ensure that employees' and customers' identities do not adversely impact their outcomes at the Employment Department, as well as supporting implementation of the agency's tribal consultation policy.

The agency's Equity and Inclusion Council is an internal employee group that provides a wide range of policy recommendations to the Executive Team and learning opportunities to the entire agency. In 2023, the council sponsored a presentation by Dr. Corcoran, an enrolled member of the Chippewa-Cree, in honor of Native American Indian Heritage Month. Dr. Corcoran is the Director of the Indian Law Program at Lewis and Clark Law School and an adjunct professor in the Indigenous Nations Studies Program at Portland State University. In her presentation, she shared information on regional tribal history, cultural and relationship building norms, and calls to action to support the Native American community.

## PROGRAMS

### Workforce Operations

#### Overview

Our core function is to help people find jobs, and help businesses find qualified workers. 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, within the Higher Education Coordinating Commission, and the Employment Department enjoy an interagency 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** (TAA) program performed data analysis on worker engagement levels for previously certified worker groups. This led to strategic outreach and reengagement efforts targeting affected workers who are monolingual (non-English speaking) or located in rural communities from petitions showing historical low engagement levels. During this outreach, Oregon TAA identified that barriers to employment for underserved communities are often related to a lack of technology access resulting in the inability to connect to benefits and services.

The Oregon TAA program requested and was approved for an Access to Technology to Historically *Underserved Communities* pilot by the U.S. Department of Labor, Office of Trade Adjustment Assistance. Due to the success and the continuing need the program is moving out of the pilot phase and establishing this service strategy into a permanent model.

Program staff continue to perform 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, email, and community outreach. Once a connection with the worker is made, staff work to assess the worker's access to technology access and skill needs, offering the service strategy if needed.

Our digital inclusion service to historically underserved communities of trade-affected Oregonians include activities necessary to make sure all individuals have access to and use of information and communication technologies necessary to support modern job search. This strategy includes providing affordable internet service, computer laptops and basic computer skill training, and practice coursework for computer and internet navigation led by TAA training case managers in weekly one-on-one sessions. Case managers are also available to provide technical assistance, as needed, to each participant.

Our data shows that including digital resources in outreach has reached worker groups in historically underserved communities who were previously not engaged. This has removed technology barriers, giving them access to benefits and services. This change has started a path to livable wage employment for many underserved Oregonians who have not had the technology or skills to access services previously.

The service strategy 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.

## Regional Updates:

### Lane County

*WorkSource (WSO) Florence* is in constant communication with the Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians that operate the Three Rivers Casino. We assist Three Rivers Casino specifically by posting all their open job listings in iMatchSkills and assisting with their recruitments. Three Rivers Casino regularly attends WSO sponsored job fairs.

*WorkSource Lane* has kept in communication with the Confederated Tribes of Siletz Indians, and conducts ongoing meetings. WSO Lane staff have kept tribal entities apprised of community events, as well as job seeker and business services available to them at the WSO centers. WSO Lane has provided Supplemental Nutritional Assistance Training Employment Program (STEP) support services to job seekers who are enrolled in the WEX (Work Experience) program with the Confederated Tribes of Siletz Indians. WSO Lane has also been able to hire two B&ES staff that started as WEX participants from the Tribes.

## Clackamas County

*WorkSource Oregon City* has had no interactions with tribal government or entities during the program year. They stand ready to collaborate with tribal entities as they further develop their plans regarding property acquired near Willamette Falls. As those plans develop, WS Oregon City hopes to provide relevant support to those entities and their members accordingly.

## East Cascades

*WorkSource The Dalles* has reached out via phone and email multiple times to their contact with Warm Springs without response. In September 2023, WS The Dalles planned a Stand Down event to provide veteran services. In preparation for the event, they connected with the Columbia River Inter-Tribal (CRITFC) Police Department to set up a vendor booth. CRITFC was able to attend and provide services to any attendees who were tribal veterans. Office management attended an OED-provided "Lunch and Learn" training on the topic of Native American Communities. Staff and management plan to continue outreach attempts to the contacts of the tribal entities in their areas in the coming program year.

*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 as needed for them to provide employment and employment training services and to aid coordination with local WorkSource Klamath staff. WorkSource Klamath provides access to scheduled conference rooms to be used 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.

*WorkSource Bend/Redmond* continues to collaborate with local investment board as well as 1B local provider in different initiatives, such as career fairs in the Warm Springs reservation connecting businesses with tribal community members. WorkSource Bend has been working on a "center on wheels" project with the aim to bring WorkSource services into rural smaller communities including the Warm Spring reservation.

## Northwest Oregon

*NW WorkSource Oregon* centers have been in communication with the Siletz Tribe and completed a hiring event for them in September. We are working to rebuild our relationship with them to offer our job ready classes to their TANF group in 2024.

## Eastern Oregon

*WorkSource Pendleton* conducts weekly outreach to tribal headquarters to provide WSO services to the Confederated Tribes of the Umatilla Indians.

## South Coast

*WorkSource Coos* has a strong relationship with local tribal members. Up until September 2023, they rented their office location from tribal members. They also provide all the local Tribes with labor exchange services. The local business services team in this area coordinates closely with the Human Resources team from all the Tribes in the area (Cow Creek, Coquille, Confederated Tribes of the Coos, Lower Umpqua & Siuslaw, Elk Valley Rancheria, and Smith River Rancheria).

All three WorkSource centers in this area are looking for additional opportunities to partner with the Tribes in their area especially around STEP services and sector strategies.



# 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 post economic and workforce information on [www.QualityInfo.org](http://www.QualityInfo.org). (See Appendix "C" for the list of Regional Economists who work with Tribes)

## Activities and Initiatives

In 2022 and early 2023, we continued to publish and provide data about the number of workers who identify as American Indian or Alaska Native workers and are unemployed and receiving unemployment insurance benefits on our labor market information [website](#). 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>]

# Contributions and Recovery

## Overview

The Employment Department collects contributions from employers to support the two benefits programs that the Department administers, Unemployment Insurance and Paid Leave Oregon. Employer reporting is critical to make sure both benefits programs have sufficient funds to operate and to pay benefits, and accurate data to quickly get people benefits. Payment of benefits by both programs to entitled claimants helps to stabilize local economies in times of economic downturns while also supporting individual families during critical life events.

To help and simplify the collection of employer reports and contributions, the Employment Department consolidated all contribution related activity into a single division — the Contributions and Recovery Division. The Governor and the legislature approved the Contributions and Recovery division in June 2023.

## Activities and Initiatives

Contributions and Recovery helps employers by determining their involvement in both the UI and Paid Leave programs, assisting with accounting inquiries, recovering overpaid benefits or underpaid contributions, conducting employer audits, and investigating wages when needed. From time to time, tribal businesses need support for their contributions account. The Contribution and Recovery team provides that support through account review, including assistance with filing documentation where required. In addition, if a wage investigation is required for Tribal employee benefits, the Contributions and Recovery team will conduct the investigation, which includes contacting both the employer and employee.

The Contributions and Recovery leadership team is committed to developing and maintaining partnerships with Tribal governments and looks forward to attending Tribal events with our agency partners in Unemployment Insurance, Paid Leave Oregon, and WorkSource Oregon.



# 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 re-employment and the preservation of a trained, local workforce for businesses during economic downturns. We administer unemployment insurance benefits, including 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 2022, the agency provided similar services to the Tribes as for other employers. Those services include receiving payroll reports and unemployment insurance contributions, contact regarding information about people who have filed for unemployment insurance benefits, and providing assistance when businesses need to lay off employees.

**Note:** Tribes have the option of reimbursing the UI Trust Fund for the actual cost of claims or paying UI taxes for their respective businesses.

Between Oct. 1, 2022, and Sept. 30, 2023, about 286,008 workers claimed unemployment insurance benefits through the Employment Department and were paid about \$681 million in benefits. Workers could either file claims online or over the phone through an integrated contact center, which responded to nearly 573,500 calls during this time.

Of the workers who filed claims between Oct. 1, 2022, and Sept. 30, 2023, 582 filed claims were based on work with Tribal governments or entities. Of those, 362 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 253 decisions issued, 135 allowed benefits and 118 denied benefits.

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

The Unemployment Insurance Division remains committed to fostering partnerships with Tribal governments. On Oct. 26, 2022, team members from the Unemployment Insurance Work Share program attended the Community and Economic Development Tribal Cluster Meeting in Pendleton, Ore. On April 28, 2023, the Unemployment Insurance Division presented information and asked for participation by the Tribes in the Equitable Access work being done by the department.

We hope to attend more Tribal events in the future and have reached out to the chairs of the Community and Economic Development to help us identify community outreach events and other opportunities. We would like to learn more about the specific needs and barriers that Tribal members experience when accessing unemployment insurance.

The Unemployment Insurance Division continues to look for opportunities to increase outreach to Tribal communities. We also are dedicated to encouraging OED team members to attend Equity and Inclusion trainings, seminars, and events related to the Tribes.

# Paid Family and Medical Leave Insurance (Paid Leave Oregon)

## Overview

Oregon Revised Statutes chapter 657B was enacted in 2019, creating a Paid Family and Medical Leave Insurance program to be administered by the Oregon Employment Department. This program, known as Paid Leave Oregon, 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 sexual assault, domestic violence, stalking, or harassment. Contributions to the Paid Family and Medical Leave Insurance Fund began Jan. 1, 2023; benefits and administration costs are paid from this fund. The payment of benefits to eligible workers began Sept. 3, 2023.

**Note:** Per Oregon Revised Statutes chapter 657B, Tribal governments are not required to participate in Paid Leave Oregon; however, they may opt in if they choose.

## Activities and Initiatives

We continue to provide consultation about Paid Leave Oregon to tribal governments on request:

- ↪ Feb. 21, 2023: Paid Leave Oregon prepared a government-to-government letter, offering consultation to Tribes. Letters were sent to contacts of each of the nine federally recognized Tribes in Oregon.
- ↪ July 21, 2023: Paid Leave Oregon finalized a Memorandum of Understanding contract to be used should a Tribe choose to participate in Paid Leave Oregon
- ↪ July 25, 2023: Paid Leave Oregon sent a copy of the Memorandum of Understanding to Dena Mills, Corporate Director of Human Resources, The Mills Casino of the Coquille Indian Tribe.

In 2023, Paid Leave staff responded to requests from Tribal Governments' 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. Paid Leave Oregon staff met with Kathryn Burke, Human Resources Director for the Confederated Tribes of the Umatilla Indian Reservation on March 15, 2023; and, with Andrea Rodriguez, Human Resources Director for the Yellowhawk Tribal Health Center, on May 30, 2023.

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

We greatly value Government-to-Government relationships. Paid Leave Oregon wants to ensure Tribes can opt-in to the Paid Leave Oregon program if they so choose. Communication is ongoing and will be led by the Tribes' needs, interests, and requests.

# Modernization

## Overview

The Modernization Program is an agency-wide effort to upgrade how we do business and use technology. We aim to enhance the customer experience through better services like online self-service, automation, data access, and collaboration with our partners. Our initial focus is on modernizing the unemployment insurance (UI) program and developing technology for the new Paid Leave Oregon program. This year, we also started planning for our second project, the Workforce Modernization Project, which will modernize the delivery of employment services and federal programs.

## 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 Leave Oregon contributions and benefits payment to the scope of the UI Modernization project. The Confederated Tribes of Siletz Indians representative continued to participate on our project Engagement Board. This person represented the practices and needs of their organization, while identifying opportunities to better serve shared customers. We hired someone for the Modernization team to improve user experience. They've worked with the team to plan and prepare for ongoing engagement with partners and interested parties as the project moves forward. We're committed to involving a wide range of people in our Modernization project, and this includes reaching out and communicating with tribal governments and businesses. tribal

In the early stages of our project rollout, we actively sought input in various ways. In early 2022, tribal government and employer representatives took part in a survey to share their experiences and specific needs. Following the surveys, we organized focus group sessions where participants got a sneak peek of the new system, Frances, and provided feedback on its features and application. To ensure a smooth transition, tribal representatives were also invited to test the system in a "sandbox" environment for hands-on practice. Our Engagement Board member from the Confederated Tribes of Siletz Indians stayed informed by attending board meetings, witnessing system demonstrations, and receiving regular updates on project progress.

The Modernization project implemented the technology to support Paid Leave Oregon benefits on Aug. 14, 2023, and continues to transform processes and systems for UI benefits going live on 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. 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 for UI benefits. Finally, as before, tribal representatives will be invited to participate in a "sandbox" environment, giving them hands-on practice and experience.

## CULTURAL ITEMS SURVEY

The Oregon Employment Department has provided the Cultural Items Survey in Appendix E. Our records retention schedule remains the same.

## CONCLUSION

The Oregon Employment Department is proud to collaborate with Oregon's nine federally recognized Tribes. The department's advisory council is pleased to have a member of the Confederated Tribes of Siletz Indians as the incoming chair of the council. We welcome Tribal participation, not only with the advisory council, but whenever collaborative opportunities arise. The department will continue building and growing relationships with these sovereign nations.

# APPENDIX A – TRIBAL GOVERNMENT TO GOVERNMENT POLICY (PO-0008)

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

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## **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 – FEBRUARY 2023

Dear Employment Department colleagues,

I hope you all had a good weekend, and for those of us in the Willamette Valley area, that you are prepared in case snow arrives as some are predicting.

I wanted to share with you two important documents that attached to this email. One is our *Tribal Government to Government Relations Policy* that outlines OED’s commitment to collaborating with Oregon’s tribal governments as sovereign nations located within the State of Oregon. This reflects our agency values and our core work of focusing on the needs of the communities we serve, and reflects the reality that those tribal governments are not like the cities, counties, state, and private sector entities we regularly work with, but instead are their own sovereign nations. This is also required by ORS 182.164 which says:

- (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.”

Also Attached is our 2022 Government to Government report, an annual report 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, 2021, through September 30, 2022. I encourage you to read this, and look for other opportunities for our agency to collaborate with the tribal governments on how we can help their communities, and help them in their role as separate governmental nations.

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!

If you have any questions about how to consult with Tribes in developing and implementing agency programs that could affect tribes, please contact me or our Tribal Liaison, Rebecca Nance. Thank you again for all you do in consultation with Oregon’s tribes and for all Oregonians and Oregon businesses.

-David

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David Gerstenfeld | Acting Director | [Oregon Employment Department](#)  
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Pronouns: he, him



# Oregon Indian Tribal Gaming and Employment

by [Dallas Fridley](#)

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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](http://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. In 2021, the most recent year on record, the NIGC estimates that there were 510 Indian gaming establishments in the United States associated with 243 tribes across 29 states. According to the NIGC, there were eight Indian casinos operating in Oregon during the same period.

Nationally, the Indian gaming industry has grown substantially in the last 25 years. Total revenue rose from \$5.5 billion in fiscal year (FY) 1995, to a record \$39 billion in 2021. Gaming revenue in 2021 increased by 40% over the pandemic level in 2020, and 13% above 2019's revenue total.

California and Northern Nevada alone generated \$11.9 billion in FY 2021, with 78 Indian gaming operations reporting gaming revenues. In the Portland region, which includes Alaska, Idaho, Oregon, and Washington, Indian tribes operated 56 gaming facilities and generated \$4.4 billion in 2021. Nationally, there were 43 tribal gaming operations with revenues of \$250 million or more in 2021. Although these operations account for just 8% of the total number of gaming operations, they generated 52% of Indian gaming revenue in 2021.

The contributions of Indian gaming to Oregon's economy were analyzed by ECONorthwest over 2018 and 2019. According to the report, Indian tribal gaming stimulated more than \$1.61 billion in total economic output statewide, supporting 5,206 direct jobs and \$282.3 million in wages and benefits. Indirect and induced impacts (business to business transactions) produced an additional 5,667 jobs along with \$273.7 million in wages and benefits. Grants and donations from Indian tribes to local charities totaled \$8.0 million in 2019.

### 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. 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 May 2015.

**Counties with Indian Tribal Government Employment in Oregon**

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

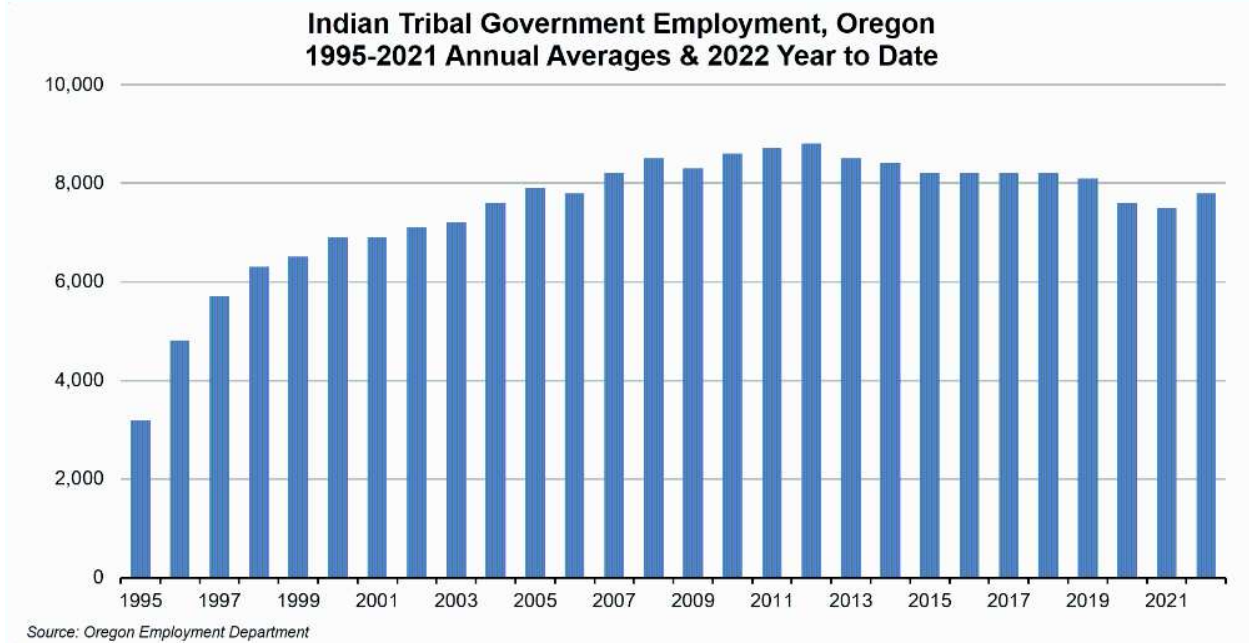
*Source: Oregon Employment Department*

In addition to the nine operating casino locations (Three Rivers Casino has two locations), Oregon’s Indian tribal government employment is spread out across 16 counties. Despite the high concentration of jobs in casino gaming, many other industries and activities provide Indian tribal government employment.

**Oregon’s Indian Tribal Employment Profile**

The current Indian tribal government employment series dates back to 1995 when it was reclassified under local government ownership (previously, it was considered private ownership). In its first year, Indian tribal government had an average of 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%.

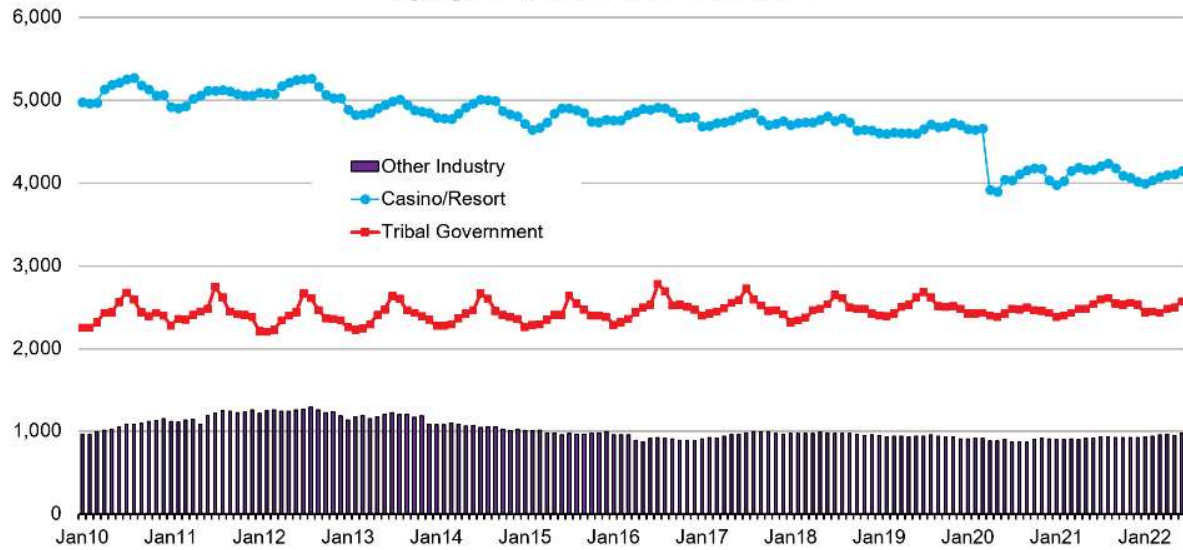


Beginning in 2013, however, Indian tribal government pulled back, falling to 8,200 jobs in 2015 and holding steady from 2016 to 2018. COVID-19 job losses hit Indian tribal government in 2020, dropping its employment total to 7,600, its lowest level since 2006. Payrolls also fell in 2020 – by about 2.3% or \$8.1 million – but the average wage actually rose to \$45,123, an increase of 4.9%.

Due to the continued impact of the pandemic, employment in Indian tribal government decreased to 7,500 jobs in 2021, but payrolls rose by \$54 million or 15.9% to total \$394.2 million. Wages rose by \$7,162 (15.9%) in 2021 to average \$52,285. Over the year ending in October 2022, Indian tribal government regained 700 jobs to reach 8,200, its highest October employment level since 2014's 8,300.

Indian tribal governments in Oregon operated 86 employer units in 2021, covering the 16 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 - Jun 2022



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 55% of Oregon’s 2021 Indian tribal government employment.

## APPENDIX D – OREGON TRIBAL GAMING EMPLOYMENT

<u>Tribe</u>	<u>Tribal Business Office Location</u>	<u>Tribe Primary County</u>
Burns Paiute Tribe	100 Pasigo Street, Burns, Oregon 97720	Harney
Confederated Tribes of Coos, Lower Umpqua & Siuslaw	1245 Fulton Avenue, Coos Bay, OR 97420	Coos
Confederated Tribes of the Warm Springs Reservation	1233 Veteran's Street, Warm Springs, OR 97761	Jefferson
Coquille Indian Tribe	3050 Tremont, North Bend, OR 97459	Coos
Klamath Tribes	P.O. Box 436, Chiloquin, OR 97624	Klamath
Cow Creek Band of Umpqua Tribe of Indians	2371 NE Stephens Street, Ste 100, Roseburg, OR 97470	Douglas
Confederated Tribes of the Umatilla Indian Reservation	46411 Timine Way, Pendleton, OR 97801	Umatilla
Confederated Tribes of Grand Ronde	9615 Grand Ronde Road, Grand Ronde, OR 97347	Polk
Confederated Tribes of Siletz Indians	201 SE Swan Avenue, Siletz, OR 97380	Lincoln

<u>Regional Economist</u>	<u>Regional Economist email</u>	<u>RE work cell</u>	<u>RE Location</u>
Tony Wendel	<a href="mailto:Tony.A.Wendel@employ.oregon.gov">Tony.A.Wendel@employ.oregon.gov</a>	(541) 667-7027	408 SE 7th Street Pendleton, OR 97801
Guy Tauer	<a href="mailto:Guy.R.Tauer@employ.oregon.gov">Guy.R.Tauer@employ.oregon.gov</a>	(541) 816-8396	119 N Oakdale Avenue Medford, OR 97501
Nicole Ramos	<a href="mailto:Nicole.S.Ramos@employ.oregon.gov">Nicole.S.Ramos@employ.oregon.gov</a>	(541) 706-0779	1645 NE Forbes Rd Ste 100 Bend, OR 97701
Guy Tauer	<a href="mailto:Guy.R.Tauer@employ.oregon.gov">Guy.R.Tauer@employ.oregon.gov</a>	(541) 816-8396	119 N Oakdale Avenue Medford, OR 97501
Nicole Ramos	<a href="mailto:Nicole.S.Ramos@employ.oregon.gov">Nicole.S.Ramos@employ.oregon.gov</a>	(541) 706-0779	1645 NE Forbes Rd Ste 100 Bend, OR 97701
Brian Rooney	<a href="mailto:Brian.T.Rooney@employ.oregon.gov">Brian.T.Rooney@employ.oregon.gov</a>	(541) 359-9546	2510 Oakmont Way Eugene, OR 97401
Dallas Fridley	<a href="mailto:Dallas.W.Fridley@employ.oregon.gov">Dallas.W.Fridley@employ.oregon.gov</a>	(541) 645-0005	700 Union Street, Suite 105 The Dalles 97058
Patrick O'Connor	<a href="mailto:Patrick.S.Oconnor@employ.oregon.gov">Patrick.S.Oconnor@employ.oregon.gov</a>	(503) 400-4374	139 SE 4th Ave Albany, OR 97321
Shaun Barrick	<a href="mailto:Shaun.Barrick@employ.oregon.gov">Shaun.Barrick@employ.oregon.gov</a>	(503) 396-7355	450 Marine Drive, Suite 110 Astoria 97103

## APPENDIX E – OFFICE INVENTORY

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"> <li>1. Photographs of agency employees (90%) and events (10%) from approximately 1989 – 1999</li> <li>2. Unemployment Insurance records, including State Employment Commission, for 1952, 1959, 1936-1940 and agency newsletters from 1960 – 1982</li> <li>3. Agency time capsule from 1990 (see Appendix 7 for pdf of inventory)</li> <li>4. Annual reports</li> <li>5. Photographs and negatives from 1960-1980</li> <li>6. International Association of Personnel in Employment Service background material for Tom Fuller’s history book</li> <li>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</li> <li>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 from the 1970s</li> <li>9. Unemployment Insurance policies and manuals from 1930s and on</li> <li>10. Agency VHS tapes</li> <li>11. Photographs from 1970s</li> <li>12. A June 2000 publication by the agency titled <i>American Indians, Blacks, &amp; Asians in Oregon’s Work Force</i>. See front cover and Appendix 5 for photographs of this item.</li> <li>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></li> </ol>	<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"> <li>1. In two boxes</li> <li>2. In one box</li> <li>3. In one box</li> <li>4. In one box</li> <li>5. In on box</li> <li>6. In one box</li> <li>7. In one box</li> <li>8. In one box</li> <li>9. In one box</li> <li>10. In two boxes</li> <li>11. In one box</li> </ol> <p>12. In Human Resources, 1<sup>st</sup> floor</p> <p>13. In the Director’s Office, 3<sup>rd</sup> floor</p> <p>14. In Human Resources, 1<sup>st</sup> floor</p>

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	14. Publication (undated) titled <i>Historic Oregon City</i> . See Appendix 6 for photographs of this item.	
1610 9th Court Hood River, OR 97031 Year Built: unknown Owned Building: no	N/A	Small rented office space for one employee
404 SW Columbia St Bend, OR 97702 Year Built: unknown Owned Building: no	N/A	Small rented office space for two employees
1401 Willamette Eugene, OR 97401 Year Built: unknown Owned Building: no	N/A	Small rented office space for one employee (currently vacant)
1618 SW First Ave Ste 450 Portland, OR 97201 Year Built: 1969 Owned Building: no	N/A	Small rented office space for two employees
Department of Revenue 955 Center Street, NE Salem, OR 97301 Year Built: 1981 Owned Location: no	N/A	Storage cabinets for office supplies only
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 <sup>nd</sup> 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	N/A	Storage cabinets with office supplies only

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Year Built: 2002 Owned Building: no		
WorkSource Albany 139 4 <sup>th</sup> Ave SE Albany, OR 97321 Year Built: 1965 Owned Building: yes	<ol style="list-style-type: none"> <li>1. Workforce Investment Act Title 1B program files</li> <li>2. Able-Bodied Adults Without Dependents (ABAWD) program files</li> <li>3. Four paintings by George Hamilton that were commissioned in 1979</li> <li>4. Wooden wall decoration of the old Western Craft paper mill from 1979</li> </ol>	<ol style="list-style-type: none"> <li>1. Supply cabinet and at Workforce Innovation and Opportunity Act employee workstations</li> <li>2. At ABAWD employee desks</li> <li>3. Displayed in the Hamilton Room (see Appendix 8)</li> <li>4. Displayed over the copy machine (see Appendix 8)</li> </ol>
WorkSource Astoria 450 Marine Drive Suite 110 Astoria, OR 97103 Year Built: 1998 Owned Building: no	1. Workforce Operations complaint files and system logs	1. In limited storage space and sent to Central Office quarterly
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 <sup>th</sup> 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	1. Workforce Operations complaint files and system logs.	1. In filing cabinet and sent to Central Office quarterly

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Year Built: 1960 Owned Building: yes	2. Workforce Investment and Opportunity Act, Able-Bodied Adults Without Dependents, and STEP program files	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, Woodburn, OR 97071 Year Built: unknown Owned Building: no	N/A	Storage cabinets with office supplies only
WorkSource Salem 605 Cottage St. NE Salem, OR 97301 Year Built: 1963 Owned Building: yes	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	<i>All of the following are in the 6,200 square foot office basement:</i> 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.

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	15. Unemployment Insurance Division ledgers	14. In fifty-two boxes.  15. In five boxes.
WorkSource Yamhill 370 NE Norton Lane, McMinnville, OR 97128 Year Built: unknown Owned Building: no	N/A	Storage cabinets with office supplies only
WorkSource Klamath Falls 801 Oak Ave Klamath Falls, OR 97601 Year Built: 1963 Owned Building: yes	1. Wagner-Peyser, Workforce Investment Act, Workforce Investment Opportunity Act program files  2. Workforce Operations complaint files and system logs	1. WIA/WIOA -Filing cabinets in Server Room. Wagner-Peyser -Filing cabinets in manager's office, and Filing Cabinet adjacent to DVOP Cube.  2. In the Complaint Specialist cube, in a binder.
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	Employees may retain paper resumes/program information for customers. This is located in a locked file at their desk.  Office supplies are kept in a central storage room
WorkSource Portland Metro Tigard 11950 SW Garden Pl Suite 100 Tigard, OR 97223 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	Employees may retain paper resumes/program information for customers. This is located in a locked file at their desk.  Office supplies are kept in a central storage room

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<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 &amp; Complaint System Logs, Office Monitoring (ADA &amp; LEP Compliance Visits). Trade Adjustment Assistance Case Files.</p> <p>2. Office of Administrative Hearing records</p> <p>3. Unemployment Insurance Tax records</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 drawer filing cabinets in Unemployment Insurance Tax office</p> <p>Additional storage: 143 and 150 square foot storage rooms</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 &amp; Complaint</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</p>

	<p>System Logs, Office Monitoring (ADA &amp; LEP Compliance Visits). Trade Adjustment Assistance Case Files</p> <p>2. Unemployment Insurance Tax documents</p>	<p>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 Box in room immediately adjacent to the Willamette Room.</p> <p>Several filing cabinets with customer resources and program related records.</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 &amp; Complaint System Logs, Office Monitoring (ADA &amp; LEP Compliance Visits).</p> <p>(5) pre- and post-Columbia River dam installation framed pictures in the office.</p>	<p>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 7<sup>th</sup> 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 2<sup>nd</sup> 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 25<sup>th</sup> 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>

Office of Administrative Hearings Tualatin Office 7995 SW Mohawk Street Tualatin, OR 97062 Year Built: 1982 Owned Building: no	1. Photographs of Oregon locations	1. Located in the public lobby and inner common areas  Additional storage: 180 square foot storage area
Office of Administrative Hearings Division Office 9226 SE Division Street Portland, OR 97266 Year Built: unknown Owned Building: unknown	1. Photographs of Oregon locations	1. Located in the public lobby  Additional storage: 99 square foot storage area
Employment Appeals Board Confidential location in Salem Year Built: 1933 Owned Building: no	“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	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
Bend Contact Center Confidential address in Bend, OR Year Built: 1988 Owned building: yes	N/A	Storage cabinets for office supplies only

Level 3 - Restricted



The Oregon Employment Department is an equal opportunity agency. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance is available to persons with limited English proficiency at no cost.

El Departamento de Empleo de Oregon es una agencia que respeta la igualdad de oportunidades. Disponemos de servicios o ayudas auxiliares, formatos alternos y asistencia de idiomas para personas con discapacidades o conocimiento limitado del inglés, a pedido y sin costo.

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