

# Government to Government Report – 2024



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Supporting Business  
Promoting Employment

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# Introduction

The Oregon Employment Department is honored to share our 2024 Government-to-Government Report with the Legislative Commission on Indian Services. 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, 2023, through Sept. 30, 2024.

## 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 administer programs that support financial stability for Oregon's workers and collaborate to provide resources — including quality data and information — to connect the needs of employers and job seekers.



*The mission of the Oregon Employment Department is to support business and promote employment*

## Values, Operating Principles, and Strategic Goals

The Oregon Employment Department's values and ways of conducting business are crucial to the success of our programs and the entire workforce system. The Oregon Employment Department commits to the following values in our work with customers, partners, Tribal governments, and other interested parties:

### Integrity

We lead with honesty, service, and personal responsibility, always seeking opportunities for continued learning.

## Respect

We value our staff, customers, and partners. We promote an inclusive environment, assume good intent, and treat others with courtesy and compassion.

## Community

We foster a sense of belonging and strive for accessibility and engagement to create 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.
- We are inclusive and transparent in our decision-making.
- We partner to address community needs.
- We promote a positive and safe learning environment.
- We work hard and support well-being at work.

Our strategic goals are to:

- Continually advance our partnerships and systems to improve customer service and accessibility.
- Implement a framework for organizational improvement to increase efficiency and effectiveness.
- Foster an inclusive and fair work environment where employees feel valued and supported.

# 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 Contacts

- David Gerstenfeld, Director, 503-947-1477 or [David.K.Gerstenfeld@employ.oregon.gov](mailto:David.K.Gerstenfeld@employ.oregon.gov)
- Teresa Rainey, Tribal Liaison and Equity and Inclusion Director, 503-586-9240 or

Teresa.L.Rainey@employ.oregon.gov

- Monica Reyna-Dunigan, Tribal Key Contact and Executive Assistant to the Director and Deputy Director, 503-947-1474 or Monica.E.Reyna-Dunigan@employ.oregon.gov

## Activities and Initiatives

The Tribal liaison and key contact have shared attendance in 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 agency director also attended the annual Tribal Summit.

The Tribal liaison and key contact review relevant materials on legal status of Tribes, the legal rights of members of Tribes, and issues of concern to Tribes at least once a year. Most recently, this included watching the [Heart and Spirit of Tribal Consultation video series](#), which highlights the nine federally recognized Tribes in Oregon. Each video shares a unique perspective on Tribal sovereignty and the meaning of consultation.

## 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. The agency director sends an annual notice to all employees about the provisions of ORS 182.162 to 182.168 and our Tribal Government-to-Government Relations policy (see Appendix B).

## 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

The agency's Equity and Inclusion Office helps all agency divisions and offices include equity and inclusion practices in their policies, procedures, and programs. Tribal consultation is a key part of the office's equity framework, which works to reduce barriers to historically and currently marginalized communities. The framework also ensures that employees' and customers' identities do not negatively affect their experiences or outcomes at the Employment Department and supports the agency's Tribal consultation policy.



# Programs

## Workforce Operations

### Overview

Our core mission is to help people find jobs and help businesses find qualified workers. Workforce Operations employees support Oregon's economy by serving businesses and job seekers through innovative, community-focused workforce programs. We offer customized services to address challenges in recruitment and training by identifying, screening, and referring job applicants to employers. We also help businesses access federal tax credits and offset training costs when hiring people from specific groups, such as people receiving public assistance, people with disabilities, Veterans, and people unemployed for more than six months.

We work with partner agencies and organizations to help job seekers prepare for employment. This includes teaching them job-search skills and coaching them on 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
- Department of Human Services programs, including Self-Sufficiency and Vocational Rehabilitation
- Oregon Commission for the Blind
- Oregon's 17 independent community colleges
- Local economic development organizations

### Activities and Initiatives

The Employment Department partners with Oregon's federally recognized Tribes through WorkSource Oregon centers across the state. These partnerships include business recruitment, career exploration, job-seeker workshops, and providing labor market information on wages and unemployment. They also include recruiting employees for Tribal businesses, 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 has analyzed data on worker engagement of identified groups with historically low participation, including monolingual (non-English speaking) workers and those in underserved communities. Barriers like limited access to technology often prevent these workers from connecting to benefits and services.

To address this, the Oregon TAA program created a technology program for underserved communities. It provides laptops, affordable internet, and basic computer training to participants who lack these resources. TAA career coaches lead weekly one-on-one sessions to teach computer skills, internet navigation, and job-search techniques. Coaches also offer technical support as needed to help participants succeed.

The program's digital inclusion efforts ensure trade-affected Oregonians can access the tools they need for a modern job search. Staff continue outreach to workers on Oregon's Trade-affected list through mail, phone, email, and community events. Once staff connect with a worker, they assess their technology access and skill needs, offering support as needed.

Including digital tools in our outreach has successfully engaged worker groups in historically underserved communities. By removing technology barriers, these efforts have provided access to benefits and services, helping many Oregonians start on a path to livable wage employment.

To expand access, the TAA program will launch three mobile WorkSource Center vans in early 2025. These specially equipped Ford Transit vans will include:

- Workstations: Laptops, a mounted screen, tables, chairs, and ADA-accessible stations.
- Technology: Internet (including satellite in remote areas), satellite phones, cellphone charging, printers, and TVs for sharing public information.
- Power Options: Electric, battery, and generator power.

These vans will bring services directly to communities, offering comprehensive support for Trade-affected workers and those with limited access to workforce services. The goal is to create sustainable systems that empower underserved and under-resourced communities.



The mobile centers will focus on identifying Trade-affected layoffs, increasing access to TAA benefits, and improving connections to Oregon Employment Department and WorkSource Oregon services. They will also build ongoing relationships to support individuals on their path to employment.

This effort aligns with the State of Oregon's Equity Framework in COVID-19 Response and Recovery, focusing on historically underserved communities, including Native Americans, members of Oregon's nine federally recognized Tribes, American Indians, and Alaska Natives.

### **Lane County**

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

**WorkSource Lane** maintains regular communication with the Confederated Tribes of Siletz Indians through ongoing meetings. WSO Lane staff share updates on community events and inform Tribal members about job seeker and business services available at WorkSource centers.

WorkSource Lane has also provided support services through the Supplemental Nutritional Assistance Training Employment Program (STEP) to job seekers enrolled in the Work Experience (WEX) program with the Tribes. Additionally, two former WEX participants from the Tribes were hired as Business and Employment Services (B&ES) staff.

### **Clackamas County**

WorkSource Clackamas has had no interactions with Tribal government or entities during the program year. However, we are ready to collaborate as plans develop for the property near Willamette Falls. We look forward to providing support to those entities and their members, as needed.

### **East Cascades**

**WorkSource The Dalles** began attending weekly meetings with Gorge Native American Collaborative in 2024. These meetings have strengthened connections between the Oregon Employment Department (OED) and Native American support organizations. For example, Cayuse Native Solutions shared how they offer digital marketing services for Native American business owners, and partners have organized events like fundraisers and resource fairs. In



October, we held a “Trunk or Treat” event where families could trick or treat in one location while learning about available resources from partners and vendors.

Our strongest ally has been with the program manager of Next Door Native Supports Program. Other collaborators include the Oregon Department of Human Services, the Aging and People with Disabilities (APD) Tribal Navigator, and the Indian Child Welfare Act consultant with the Office of Tribal Affairs.

In the coming year, we plan to focus outreach efforts on Native American Veterans from the Confederated Tribes of Warm Springs.

**WorkSource Klamath** provides a drop-in cubicle for the Klamath Tribes’ Education and Employment Department to meet with Tribal members and offer employment and training services. This setup helps coordinate efforts with WorkSource staff.

WorkSource Klamath also makes conference rooms available for the Tribes to distribute Temporary Assistance for Needy Families (TANF) benefits and conduct Direct Employment Assistance (DEA) training.

Additionally, WorkSource Klamath helps Tribal members by providing wage statements needed to qualify for assistance programs. Staff are available to assist with job searches, resumes, and access to LinkedIn Learning and lobby computers.

**WorkSource Bend/Redmond** works with a local investment board and a 1B provider on initiatives like participating in career fairs at the Warm Springs reservation and connecting businesses with Tribal community members. WorkSource Bend is also developing a “center on wheels” project to bring WorkSource services to rural areas, including the Warm Springs reservation, if the Tribe chooses to participate.

## **Northwest Oregon**

**WorkSource Tillamook** and **Lincoln City** work closely with the Siletz Tribe on recruitment efforts. We help keep their job listings updated on our job board and recently discussed expanding recruitment strategies with the Tribe’s Human Resources team to improve visibility and attract more candidates.

## **Eastern Oregon**

**WorkSource Pendleton** provides monthly outreach to the Confederated Tribes of the Umatilla Indian reservation, offering WorkSource Oregon services. The Eastern Oregon

Workforce Board is also working with the Tribe's new workforce development staff to address workforce needs.

**WorkSource Burns** continues to serve the Paiute Tribe in partnership with the local 1B provider. WorkSource Oregon business services regularly support Tribal employers with recruitment outreach and filling job openings.

### **South Coast**

**WorkSource Coos** has a strong relationship with local Tribal members and previously rented their office space from Tribal members until September 2023. They provide labor exchange services to all local Tribes and work 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 local Tribes, especially around STEP services and sector strategies.

### **Mid-Willamette Valley**

WorkSource Salem Disabled Veteran Outreach Program (DVOP) representatives continue to partner with the Tribal Veterans Service Officer (TVSO) from the Confederated Tribes of Grand Ronde. The TVSO regularly attends monthly networking meetings, led by WorkSource Salem DVOP representatives. These meetings include Veteran service providers, employers, and institutions of higher learning.

In July, DVOP representatives and WorkSource Yamhill staff hosted a table at the 2024 Veteran Summit and Resource Fair at the Uyxat Powwow Grounds in Grand Ronde. Hundreds of attendees gathered to connect with resources and information.

In November 2024, WorkSource Yamhill staff hosted a table at the Confederated Tribes of Grand Ronde College and Career Fair, engaging with high school students from Yamhill County. The event strengthened partnerships with the Tribe's Human Resources and Career Services teams.

## **Workforce and Economic Research**

### **Overview**

We collect, analyze, and share employment-related economic information to help customers make informed decisions. Oregon's Tribal governments are key customers, along with private

businesses, job seekers, workforce boards, elected officials, educators, students, government agencies, and the news media.

Our information helps customers understand workforce trends and economic conditions. Regular updates are available on [www.QualityInfo.org](http://www.QualityInfo.org). (See Appendix “C” for a list of field economists who work with Tribes.)

### **Activities and Initiatives**

In 2023 and 2024, we continued sharing data on [www.QualityInfo.org](http://www.QualityInfo.org) about American Indian and Alaska Native workers who are unemployed and receiving unemployment insurance benefits. We also publish data on Tribal nonfarm payroll employment by county in our monthly press releases, when the data is available and non-confidential.

We regularly present on local economic conditions to a variety of audiences, including staff and representatives from Tribal governments. By the end of 2024, we plan to publish an article on [www.QualityInfo.org](http://www.QualityInfo.org) focused on Tribal government employment in Oregon.

## **Unemployment Insurance**

### **Overview**

The Employment Department runs unemployment insurance programs that provide temporary, partial wage replacement to workers who lose their jobs through no fault of their own. This income helps stabilize local economies during times of high unemployment.

We also support re-employment efforts and help businesses retain a trained local workforce during economic downturns. Our work includes administering unemployment benefits, federal extensions when available, and other specialized programs in partnership with state agencies and the U.S. Department of Labor.

### **Activities and Initiatives**

Employees of Tribal governments and businesses sometimes need support when they lose their jobs through no fault of their own. Unemployment insurance provides a safety net, offering economic stability until they find new employment.

In 2024, the agency provided services to Tribes similar to those offered to other employers. These include processing payroll reports and unemployment insurance contributions, assisting with unemployment claims, and supporting businesses during layoffs.

**Note:** Tribes can choose to either reimburse the UI Trust Fund for actual claims costs or pay UI taxes for their businesses.

Between Oct. 1, 2023, and Sept. 30, 2024, about 190,000 workers claimed unemployment insurance benefits through the Employment Department and were paid about \$800 million in benefits. Workers could either file claims online or over the phone through an integrated contact center, which responded to over 200,000 calls during this time.

Of the workers who filed claims between Oct. 1, 2023, and Sept. 30, 2024, 468 filed claims were based on work with Tribal governments or entities. Of those, 333 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 167 decisions made, 97 allowed benefits and 70 denied benefits.

The Oregon Employment Department applied for a federal Equitable Access to Unemployment Compensation grant on Dec. 20, 2021, and was awarded the grant on Feb. 25, 2022. Funded by the U.S. Department of Labor, the grant focuses on reaching Oregon's historically underserved populations, including members of the state's nine federally recognized Tribes. It provides one-on-one assistance to claimants facing barriers to accessing unemployment insurance (UI) systems and collects data to evaluate UI reciprocity rates for these communities.

The Unemployment Insurance Division is dedicated to building strong partnerships with Tribal governments. On April 17, 2024, the division's Equitable Access to Unemployment Insurance unit participated in the Native American Culture event in Portland, Oregon. We plan to attend more Tribal events and have reached out to the Community and Economic Development cluster chairs to help identify outreach opportunities. Our goal is to better understand the specific needs and barriers Tribal members face when accessing unemployment insurance.

The division remains committed to increasing outreach to Tribal communities and encouraging OED staff to attend equity and inclusion trainings, seminars, and events related to 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 but may opt in if they choose. However, Tribal members employed by businesses not owned by Tribes may be eligible for the program.

### Activities and Initiatives

We continue to provide consultation about Paid Leave Oregon to Tribal governments on request.

On March 18, 2024, Paid Leave staff responded to a third party, The Partner's Group, representing an unnamed Tribal government. They requested a copy of the Memorandum of Agreement drafted in the event a Tribe chose to participate in Paid Leave. We asked The Partner's group which Tribal government they were representing; however, we received no response. 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 and is planning more outreach to share program successes and learn how the program could meet the needs of individual Tribes.

## Contributions and Recovery

### Overview

The Employment Department collects taxes and contributions from employers to fund the Unemployment Insurance and Paid Leave Oregon programs. Employer reporting ensures these programs have enough funds to operate, pay benefits, and provide accurate data to delivery benefits quickly. Both programs play a vital role in stabilizing local economies during downturns and supporting families during critical life events.

To streamline the collection of reports, taxes, and contributions, the Employment Department created the Contributions and Recovery Division. Approved by the Governor and legislature in June 2023, this division consolidates all contribution-related activities into one team for efficiency and simplicity.

### **Activities and Initiatives**

The Contributions and Recovery Division supports employers by managing their involvement in the Unemployment Insurance (UI) and Paid Leave Oregon programs. This includes assisting with accounting questions, recovering overpaid benefits or underpaid taxes, conducting audits, and investigating wages when needed.

Tribal businesses occasionally need help with their UI tax and contribution accounts (no Oregon Tribes have opted into Paid Leave Oregon). The Contributions and Recovery team provides support by reviewing accounts, assisting with required documentation, and conducting wage investigations when needed. These investigations involve working with both the employer and employee to resolve issues.

The Contributions and Recovery leadership team is dedicated to building partnerships with Tribal governments and looks forward to participating in Tribal events alongside agency partners from Unemployment Insurance, Paid Leave Oregon, and WorkSource Oregon.

## **Modernization**

### **Overview**

The Modernization Program is an agency-wide effort to upgrade how we do business and use technology. Our goal is to enhance the customer experience through better services like online self-service, automation, data access, and collaboration with our partners. The first project under this program focused on modernizing the Unemployment Insurance (UI) program and developing technology for the new Paid Leave Oregon program. This project successfully launched its full technology suite in March 2024. This year, we also began the Workforce Modernization Project, which will modernize the delivery of employment services and federal programs.

### **Activities and Initiatives**

The Modernization Program is committed to involving a wide range of people in our Modernization projects, and this includes reaching out and consulting with Tribal governments and businesses.

The UI Modernization Project finished its final technology rollouts in March and is set to close by March 2025. We held focus groups to preview Frances Online, our new system, and gather feedback on its functionality and how to apply for UI benefits. Tribal representatives were invited to try a “sandbox” environment for hands-on practice. A representative from the Confederated Tribes of Siletz Indians continued to serve on the UI Modernization Project Engagement Board through the end of the implementation phase.

The Workforce Modernization Project, launched in early 2023, aims to improve processes and systems for employment services and federal programs. The project team has started a comprehensive engagement strategy to gather input from staff and partners in WorkSource Oregon offices statewide. In 2023-2024, this included meeting with Tribal representatives in WorkSource Oregon offices and conducting a survey on current services and ideas for improvement. The team is also working with OED’s Tribal Liaison to begin Tribal consultation and offer informal opportunities for Tribes to get involved if they choose.

The project will continue reaching out to Tribes for participation in focus groups, technology demonstrations, testing, and other activities as opportunities arise.

## Conclusion

The Oregon Employment Department is proud to collaborate with Oregon’s nine federally recognized Tribes. We are honored to have a member of the Confederated Tribes of Siletz Indians as the chair of our Advisory 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.



State of Oregon  
Employment Department

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Next Review 05/2025

Owner Jeannine  
Beatrice: Deputy  
Director

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



## 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

Teresa Rainey, Director of Equity and Inclusion, [Teresa.I.rainey@employ.oregon.gov](mailto:Teresa.I.rainey@employ.oregon.gov), 503-582-9240

Monica Reyna-Dunigan, Executive Assistant to the OED Director, [Monica.E.Reyna-Dunigan@employ.oregon.gov](mailto:Monica.E.Reyna-Dunigan@employ.oregon.gov), 503-508-4073

## 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
Director Final Approval	David Gerstenfeld: Acting Director [AF]	05/2022
Communications Review	Jessica Prakke: Public Affairs Specialist [AF]	05/2022
Executive Policy Committee Final Review	Anne Friend: Policy Coordinator	05/2022
Employee Review	Anne Friend: Policy Coordinator	05/2022
Executive Policy Committee Review	Anne Friend: Policy Coordinator	05/2022
Equity and Inclusion Council Review	Jeannine Beatrice: Deputy Director [AF]	05/2022
Equity and Inclusion Council Review	Teresa Rainey: Equity and Inclusion Officer [AF]	05/2022
Division Director Review	Jeannine Beatrice: Deputy Director [AF]	05/2022
Review Initiated	Jeannine Beatrice: Deputy Director [AF]	05/2022
Review Initiated	Anne Friend: Policy Coordinator	05/2022

**From:** [GERSTENFELD David K \\* OED](#)  
**To:** [GERSTENFELD David K \\* OED](#)  
**Subject:** Director's Office message - Our commitment to Tribal governments  
**Date:** Wednesday, March 13, 2024 8:31:44 AM

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Sent to OED\_DL\_ALL\_STAFF

Dear Employment Department Colleagues,

Today, I want to share two important documents about how OED works with Tribal governments.

The first is OED's [Tribal Government to Government Relations Policy](#), which outlines our commitment to collaborating with Oregon's Tribal governments as sovereign nations located within the State of Oregon. This policy reflects our agency values and our core work of focusing on the needs of the communities we serve. It recognizes that Tribal governments are their own sovereign nations, unlike the cities, counties, state, and private sector entities we regularly work with. This policy is also required by [ORS 182.164](#).

The second is the [2023 Government to Government report](#), an annual report that all state agencies send 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 Oct. 1, 2022, through Sept. 30, 2023.

The 2023 report includes Paid Leave Oregon as a brand-new program with an operable date of Sept. 3, 2023. Although none of the nine federally recognized Tribes in Oregon have opted into the program at this time, the Paid Leave Oregon team did extensive outreach to engage with them so they had the opportunity to fully understand the program and opt in if they wish.

I encourage you to read this report and continue to look for other opportunities to collaborate with the Tribal governments, focusing on how we can help their



communities and support 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.

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**David Gerstenfeld** | Director | **Oregon Employment Department**

503-947-1477 | [david.k.gerstenfeld@employ.oregon.gov](mailto: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](mailto: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*

### **Need help?**

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 833-854-0166 (toll free). TTY users call 711.

### **¿Necesita ayuda?**

El Departamento de Empleo de Oregon (OED) es una agencia de igualdad de oportunidades. El OED proporciona ayuda gratuita para que usted pueda utilizar nuestros servicios. Algunos ejemplos son intérpretes de lengua de señas e idiomas hablados, materiales escritos en otros idiomas, letra grande, audio y otros formatos. Para obtener ayuda, por favor llame al 833-854-0166 (gratuito). Usuarios de TTY pueden llamar al 711.



[oregon.gov/employ](https://oregon.gov/employ)

EDPUB233EN (1224)