



Origination 12/2016
Last 05/2022
Approved
Effective 05/2022
Last Revised 05/2022
Next Review 05/2025

Owner Jeannine Beatrice
Area General Administration - 0001-0100

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

1. Purpose

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

2. Applicability

This policy applies to all Oregon Employment Department employees.

3. Definitions

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

4. Policy

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

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

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

Springs Reservation of Oregon.

a. Mission

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

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

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

b. Responsibility

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

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

The Director:

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

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

The Executive Team:

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

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

c. Agency Contacts

David Gerstenfeld, Acting Director - 503-947-1477

5. Review Schedule

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

6. Exceptions

None

7. Compliance

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

8. References

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

Governor's Native American Indian Heritage Month Proclamation

9. Attachments & Links

None

10. Approved

David Gerstenfeld, Acting Director

Attachments

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