

**Lane County - Service Option Sheet - FY 22-23 Proposed**

**SOS C20:** **Labor Relations**

**Service Category: General Government**

**Dept:** Human Resources

<b>Mandate</b>	None	Related	<b>SHALL</b>
<b>Leverage</b>	<b>None</b>	Some	HIGH

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**Executive Summary**

Labor Relations provides services that support and generate labor agreements, policies and other guidelines related to bargaining unit contracts. This unit manages the collective bargaining and labor negotiation process and supports departments with employment and bargaining unit resolutions by following the appropriate State and Federal mandates.

**Service Descriptions**

	Revenue	Expense Total	General Fund	FTE
<b>Proposed Budget Total</b>	\$381,755	\$592,586	\$210,831	4.00
<b>Addition</b>	\$0	\$52,677	\$52,677	0.50
<b>Current Service Level</b>	\$381,755	\$539,909	\$158,154	3.50

Addition of .5 full time equivalent (FTE) of a Senior Labor Relations Analyst to support and promoted communications between the five collective bargaining units, covering eight contracts, and ten County departments.

Labor Relations Program manages and responds to employee and union grievances, Bureau of Labor and Industries (BOLI) and Equal Employment Opportunity Commission (EEOC) complaints. Manages the collective bargaining and labor negotiation process for 8 collective bargaining agreements. Leads dispute resolution processes and works with the State of Oregon Unemployment Department. Assists Talent Management Division and departments with investigations and complaints, provides supervisor/manager coaching and assists in processing any claims by employees or the public. Mitigates potential litigation by responding to employee grievances in a timely manner. With oversight of the Talent Management Division, assists and advises the classification and compensation systems for the County with regard to collective bargaining agreements. Assists in processing claims, provides Human Resources information to internal and external clients and administers programs required to maintain compliance with applicable Federal, State and contractual mandates and laws.

**State/Federal Mandate**

ORS 243; ORS Chapter 659A; OAR 115-010 to 115-040; ORS 662 & 663; Fair Labor Standards Act; Equal Employment Opportunity Laws; Title VII of Civil Rights Act of 1969, 29 CFR 1604.1; Section 504 of the Rehabilitation Act of 1973; USERRA, OSHA Whistleblower Protections; Equal Employment Opportunity Laws, including Equal Pay Act, Age Discrimination in Employment Act, Regulation; Veterans Preference in Public Employment ORS 408.225; ORS 657 Unemployment Insurance; Are all "shall" mandates.

**Leverage Details**

The General Fund portion of this program leverages the following:

_____ \$0	back to the Discretionary General Fund
_____ \$0	into other non Discretionary County Funds
_____ \$0	directly to community members