

Lane County - Service Option Sheet - FY 23-24 Proposed

SOS: **Labor Relations**
Dept: Human Resources
Contact: Alana Holmes 541-682-3689

Service Category: General Government

Mandate	None	Related	SHALL
Leverage	None	Some	HIGH

Executive Summary

Labor Relations provides services that support and generate labor agreements, policies and other guidelines related to bargaining unit contracts. This unit manages classification and compensation, 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
Proposed Budget Total	\$536,165	\$654,359	\$118,194	4.00
Current Service Level	\$536,165	\$654,359	\$118,194	4.00

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. Manages the classification and compensation structure for the County including the Elected Officials Compensation Board. Leads dispute resolution processes through Interest Based Bargaining and Mediation with State Employment Relations Board. Responds to unemployment requests 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. 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; 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 the Equal Pay Act, Age Discrimination in Employment Act; 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