



From: Christina Stephenson, Commissioner
Oregon Bureau of Labor & Industries

October 17, 2025

Subject: BOLI Reduction Options

To: Senator Lieber and Representative Sanchez
Co-Chairs, Joint Interim Committee on Ways and Means

Overview of BOLI's Mission

The Oregon Bureau of Labor & Industries (BOLI) protects employment rights, advances access to workforce training, and promotes fair, equitable, and lawful workplaces across the state. Our statutory mission centers on enforcing Oregon's civil rights and wage and hour laws, supporting registered apprenticeship programs, and providing education and technical assistance to employers and workers.

Approach to Developing Reduction Options

BOLI approached the development of reduction options by focusing on maintaining core services that most directly impact Oregonians. Because the agency operates with limited administrative and discretionary funding, there are few viable areas for reduction that would not significantly affect service delivery.

Recent staffing investments are critical to producing timely investigations and resolving wage and hour, as well as civil rights cases. Reducing these planned positions would erode the agency's case-handling capacity and risk compounding backlog levels that are slated to only be cleared by FY 2029 with the current investment levels.

Supplies and services budgets remain lean across all divisions, particularly after shaving off about \$800,000 in S&S in the 25-27 budget cycle, leaving few areas where additional savings could be achieved without disrupting operations. As a result, potential reduction areas are primarily impacting the new Customer Service Unit and the Firefighter Grant Program, with the understanding that cuts in these areas would affect program reach and public accessibility.

Program and Service Reductions

- Firefighter Grant Program: Reducing resources for the Firefighter Grant would limit the planned expansion of training and certification support. The pre-existing programs would continue to operate, but with a drastically reduced timeline, and roughly 12 fewer Oregonians would enter the registered apprenticeship.
- Customer Service Unit: If forced to adopt the cuts to the new Customer Service Unit ultimately, BOLI won't be able to provide timely responses to Oregonians, and other staff with caseload assignments will have to be diverted to do so, slowing case processing times that have been shared with the Legislature and public writ large.

- Administrative Law Judge: Wage and Hour cases that reach the hearing process will be delayed, resulting in both delayed wages being paid to workers if the case is found in favor of the worker, and prolonging the time both the worker and employer are involved in our process.
- Business Operations Manager (ISU): The current ISU manager manages information technology, facilities, and accounting teams. This diffuse focus leads to delays in all departments, from getting wages to workers to working to implement time-saving technology, including the upcoming RFP for new case management technology, which is in Stage 3. As an agency rapidly approaching over 200 employees, we are operating with a significantly under-resourced IT department (ISU) that lacks a dedicated manager. Currently, IT oversight is just one of many responsibilities assigned to a manager who also handles facilities, budget development, and day-to-day fiscal operations, leaving insufficient capacity to address the growing and complex technology needs of the agency. This gap is especially critical as we prepare to implement a new case management system, integrate AI tools, and onboard and train new employees. Without a dedicated IT manager, we risk delays, inefficiencies, and security vulnerabilities when focused leadership on technology is essential to improving outcomes.
- Executive Support Specialists: Without administrative staff support, Division Administrators will be delayed in completing their core responsibilities, as they will be burdened with administrative tasks that hinder the overall functioning of each of the three main Divisions. Administrative burden hinders employee training, implementation of case management investments, and hiring.
- Civil Rights Investigator 2: BOLI will not be able to enforce the employer requirements for Oregon Saves, Oregon's retirement savings program designed for workers whose employers do not provide a retirement savings option. This position is funded through an IAA with OST.
- Project Manager 3: BOLI currently lacks agency wide project management capacity; without this new position, BOLI will struggle to coordinate efforts across teams, leading to delays and inefficient resource utilization.

BOLI appreciates the Legislature's continued partnership and investment in protecting workers' rights, supporting Oregon employers, and promoting equitable economic opportunity. We remain committed to transparency, efficiency, and collaboration as we balance fiscal constraints with the agency's statutory responsibilities.

Please see the attached Agency Reduction Options along with the New and Expanded spreadsheets for further details.

Respectfully,

Christina Stephenson
Labor Commissioner
Oregon Bureau of Labor & Industries

Agency Name (Acronym)																
2025-27 Biennium																
Detail of Reductions to 2025-27 Legislatively Adopted Budget																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Priority (ranked most to least preferred)		Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Gov. Reduction Target Yes / No	One-Time Yes / No	Describe the reduction and associated impact on services and outcomes. Please identify the source of Other Funds reductions.
Dept	Prgm/ Div															
CRD	Civil Rights Division	BOLI	030-00-00-00000	Civil Rights Investigator 2 (OST-OR Saves)			198,912				\$ 198,912				Yes	Delay hiring until 27-29. Associated with 4 yr. Worker Benefit Fund
ATD	Apprenticeship & Training Division	BOLI	050-00-00-00000	ATD Veterans Outreach		7,675					\$ 7,675				No	Reduce Professional Services
ATD	Apprenticeship & Training Division	BOLI	050-00-00-00000	ATD Fire Fighters	945,705						\$ 945,705				No	Reduce Pass Through - Non Agency Critical
AW	Agency Wide	BOLI		AW Service and Supplies (position S&S)			3,312				\$ 3,312					Reduce Position S&S
ISU	Information Services Unit	BOLI	010-00-00-00000	Business Operations Manager 3 (ISU)			211,343				\$ 211,343				Yes	Reduce to 6 months in 25-27 (0.25 FTE)
CO	Commissioner's Office	BOLI	010-00-00-00000	Project Manager 3			251,991				\$ 251,991				Yes	Delay hiring until 27-29. Associated with 4 yr. Worker Benefit Fund
ATD	Apprenticeship & Training Division	BOLI	050-00-00-00000	Executive Support Specialist 2			168,766				\$ 168,766				Yes	Delay hiring until 27-29. Associated with 4 yr. Worker Benefit Fund
CRD	Civil Rights Division	BOLI	030-00-00-00000	Executive Support Specialist 2			168,766				\$ 168,766				Yes	Delay hiring until 27-29. Associated with 4 yr. Worker Benefit Fund
ATD	Apprenticeship & Training Division	BOLI	050-00-00-00000	ATD Fire Fighters	945,705						\$ 945,705				No	Reduce Pass Through - Non Agency Critical
ATD	Apprenticeship & Training Division	BOLI	050-00-00-00000	ATD Veterans Outreach		7,675					\$ 7,675				No	Reduce Professional Services
WHD	Legal Division	BOLI	040-00-00-00000	Administrative Law Judge 3			310,086				\$ 310,086				Yes	Delay hiring until 27-29. Associated with 4 yr. Worker Benefit Fund
WHD	Wage & Hour Division	BOLI	040-00-00-00000	Public Service Representative 4			159,170				\$ 159,170				Yes	Delay hiring until 27-29. Associated with 4 yr. Worker Benefit Fund
WHD	Wage & Hour Division	BOLI	040-00-00-00000	Public Service Representative 4			159,170				\$ 159,170				Yes	Delay hiring until 27-29. Associated with 4 yr. Worker Benefit Fund
WHD	Wage & Hour Division	BOLI	040-00-00-00000	Public Service Representative 4			159,170				\$ 159,170				Yes	Delay hiring until 27-29. Associated with 4 yr. Worker Benefit Fund
WHD	Legal Division	BOLI	040-00-00-00000	Compliance and Regulatory Supervisor 2 (Customer Svc.)			221,303				\$ 221,303				Yes	Delay hiring until 27-29. Associated with 4 yr. Worker Benefit Fund
											\$ -					
				TOTAL	1,891,410	15,350	2,011,989	-	-	-	\$ 3,918,749	0	0.00			
					Target (5%)	1,891,410	15,350	2,011,989	-	-	-	\$ 3,918,749				
					Difference	-	-	-	-	-	\$ -					

<p>Bureau of Labor and Industries (BOLI)</p> <p>2025-27 Biennium</p>

Detail of Programs in the 2025-27 Legislatively Approved Budget that have been established or expanded since 2021-23									
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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Agency	SCR	Program Establishment / Expansion			Program Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Implementation Status
		Biennium	Effective Date	Authorization											
83900	40	25-27	1/1/2026	SB 1168 (25)	Prohibit per-visit compensation for home health and hospice workers	159,362						\$ 159,362	1	0.75	Fully Implemented and ongoing work
83900	40	25-27	9/26/2025	HB 2688 (25)	PWR for offsite fabrication	268,664						\$ 268,664	2	1.00	Policy work underway, position starting in July of 26'
83900	40	25-27	1/1/2026	SB 968 (25)	Public employer overpayment reqs	114,461						\$ 114,461	1	0.50	Policy work underway, position starting in January 26'
83900	50	25-27	8/7/2025	HB 5006	Expansion of Firefighter Apprenticeship Training Grant	2,500,000						\$ 2,500,000	0	0.00	No Positions - All grants, granting process under process, money has not been allocated
83900	0/040/C	23-25	3/28/2024	HB 4080 (24)	Offshore Wind Energy Development			199,192				\$ 199,192	4	1.00	Fully Implemented and ongoing work
83900	50	23-25	4/4/2024	HB 4098 (24)	CHIPS Child Care			681,662				\$ 681,662	1	0.50	Fully Implemented ongoing childcare subsidy work
83900	0/030/C	23-25	1/1/2025	HB 4127 (24)	Warehouse Worker Quota Guidelines	234,274						\$ 234,274	4	1.00	Fully Implemented and ongoing work
83900	0/030/C	23-25	4/17/2024	SB 5701 (24)	Omnibus ARPA Funds for Apprenticeship Reps., Future Ready Oregon	260,500		1,700,887		10,000		\$ 1,971,387	9	3.00	Fully Implemented and ongoing work
83900	50	23-25	1/1/2024	HB 2294 (23)	Firefighter Apprenticeship Training Grant	5,000,000						\$ 5,000,000	1	0.88	Granting funds have been allocated, reporting work ongoing without staffing
83900	40	23-25	9/1/2023	HB 2697 (23)	Hospital Staffing	188,577						\$ 188,577	8	1.00	Fully Implemented and ongoing work
83900	50	23-25	9/24/2023	HB 2649 (23)	Public Works Contract Reporting	258,329						\$ 258,329	1	0.88	Fully Implemented and ongoing work
83900	50	21-23	3/17/2022	SB 1545 (22)	Registered Apprenticeships Grant Program	18,900,000						\$ 18,900,000	9	5.67	Future Ready Oregon, granting funds have been allocated
												\$ -			
												\$ -			
												\$ -			
												\$ -			
												\$ -			
												\$ -			
												\$ -			
				TOTAL		27,884,167	-	2,581,741	-	10,000	-	\$ 30,475,908	41	16.18	

Instructions

Column (5) - Authorization should identify the source of the new program or program expansion, which could include enabling legislation, approved policy option package, or administrative establishment.

Column (6) - Program description should include a summary of the program and the expansion (if applicable), including any partner state agencies.

Column (16) - Current status of program implementation should be summarized, including any future budget requests anticipated upon full program implementation.