

PREFERENCE ACT
ORIENTATIONS

The ONLR conducts Preference Act orientations for any organization that makes a request.

If your organization would like an orientation on the Preference Act, please contact the nearest ONLR office for more information.

EMPLOYMENT CHARGE
INVESTIGATION PROCESS

ONLR will commence an Investigation based on an individual or ONLR Charge. The charging party has 1 year from date of an alleged violation to file a charge with ONLR. From the date a charge is filed, the ONLR has 180 days to issue a probable cause determination or to issue a right to sue.

ONLR GOALS

The ONLR operates to ensure all employers conduct business in full compliance with the Navajo Preference in Employment Act, keeping in mind the ONLR's authority is limited by the Preference Act itself.



OFFICE OF
NAVAJO LABOR
RELATIONS

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DIVISION OF HUMAN RESOURCES

OFFICE OF
NAVAJO LABOR
RELATIONS

WHAT IS THE
ONLR?



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WHAT IS THE ONLR?



ONLR stands for the Office of Navajo Labor Relations. ONLR is a department within the Division of Human Resources of the Navajo Nation Government's Executive Branch.

The ONLR enforces the Navajo Preference in Employment Act ("NPEA"). The ONLR also monitors employers' compliance with the provisions of the NPEA. The NPEA is legally cited at Title 15, Chapter 7 of the Navajo Nation Code.

WHAT IS THE ONLR'S PURPOSE?

To develop and implement the labor polices of the Navajo Nation Council.

To act as an administrative agency for matters relating to the enforcement of Navajo preference matters.

To gather information from employers, labor organizations, and governmental agencies relating to employment, compensations, and work conditions.

To recommend and propose policies, rules, regulations, and guidelines concerning labor and employment to the Human Services Committee of the Navajo Nation Council.

To assist and encourage, where appropriate a peaceful settlement of charges within jurisdiction of the Navajo Nation.

ONLR HAS TWO MAIN FUNCTIONS

Enforcing the Navajo Preference in Employment Act by investigation of employment charges.

Monitoring employer's compliance with the Navajo Preference in Employment Act.

ENFORCEMENT OF THE PREFERENCE ACT THROUGH INVESTIGATION OF CHARGES

ONLR accepts, reviews, and investigates charges related to employment matters with employers conducting business within the Navajo Nation.

ONLR accepts charges in writing with any supporting documents.

An initial evaluation will determine if the charge warrants further investigation.

A thorough investigation is conducted with the goal of informally resolving the charge. If necessary, the ONLR can pursue formal means of resolution.

The Navajo Nation Labor Commission acts as a quasi-judicial forum that hears and renders decisions on charges that are not informally resolved.

MONITORING EMPLOYERS' COMPLIANCE



From employers/contractors, the ONLR receives manpower projection reports, weekly/monthly manpower reports, payroll reports, and other reports deemed necessary by the ONLR.

In its monitoring activities, the ONLR Compliance Officers conduct periodic field inspections to compare Navajo versus non-Navajo manpower at particular work sites.

If a deficiency is found, the matter can be pursued as an ONLR charge. The employer is required to make necessary adjustments to be in compliance with the NPEA.

COORDINATION EFFORTS

Whenever possible or feasible, the ONLR coordinates employment-related projects with other agencies.

ONLR has worked with the Navajo Department of Workforce Development ("NDWD") to upgrade the skills or to identify training needs of Navajo workers.

ONLR conducts "Job Seeking Skills" workshops with the New Mexico Department of Labor, NDWD, and numerous private businesses.

ONLR works closely with the Navajo Occupational Health and Safety Administration. When the ONLR identifies a potential safety or health problem, NOSHA is contacted.

When issues are outside the ONLR's jurisdiction, the ONLR also works with state and federal Departments of Labor. The ONLR also works with agencies such as EEOC, OFCCP, and the BIA.