

Executive Order 13522
Implementation of Labor-Management Forums (LMF) Throughout the Executive Branch

REQUIREMENTS FOR AGENCIES (EO 13522):

Agencies shall work with unions to:

- establish, or adapt existing department- or agency-level LMFs at levels of recognition and other appropriate levels agreed to by labor and management
- allow employees and their union representatives to have pre-decisional involvement in all workplace matters to the fullest extent practicable
 - provide adequate information to unions on such matters expeditiously
 - make a good-faith attempt to resolve issues concerning all proposed changes in conditions of employment
- evaluate and document changes in employee satisfaction, manager satisfaction, and organizational performance resulting from LMFs

Agencies shall work with unions to submit a written implementation plan to the Council NLT Mar. 9, 2010. The plan shall:

- describe how the agency will conduct a baseline assessment of the current state of labor relations in the agency
- report the extent to which the agency has already established labor-management forums
- state if agency desires to participate in a pilot 7106(b)(1) bargaining project
- address how the agency and unions will create metrics to monitor improvements
- explain how the agency will devote sufficient resources to implementation of the plan

Agencies must have a certified implementation plan in place no later than May 8, 2010 unless the Co-Chairs of the Council authorize an extension of the deadline.