

**Department of Labor Plan to Implement Executive Order 13522
Creating Labor Management Forums to Improve Delivery of Government Services**

a. INTRODUCTION

In accordance with the requirements of Executive Order 13522, Creating Labor Management Forums to Improve Delivery of Government Services, the Department submits the following plan.

The Department and Local 12 agree to foster and promote a cooperative labor-management relationship and work together in furthering the mission of the Department. Through collaborative problem solving and decision making, the parties reaffirm their mutual objective to transform the Department into an Agency that works more effectively and efficiently and better serves the citizens of the United States of America.

b. PRINCIPLES

The parties submit that if the plan is to be successful, certain principles need to be followed. These include the following:

- a. Working cooperatively to achieve mutual interests and, to the extent feasible, each other's interests.
- b. Arriving at consensus when all participants take part in the decision, either agree to it or can live with it, and will publicly support the position, and will help implement it.
- c. Disagreement or inability to reach consensus over a particular issue does not equate to opposition to a cooperative relationship. Management retains the right to change a policy and the Union retains the right to bargain over its impact and implementation.
- d. Involving employees, through their Union representatives, through pre-decisional involvement, at the earliest stage practicable, to identify problems and craft solutions that will better serve the citizens of the United States of America.
- e. Respecting each other's viewpoints to foster a cooperative working relationship.

III. PLAN REQUIREMENTS

The following are the concepts formulated by the parties for the implementation of Executive Order 13522:

a. Baseline Assessment of the current state of labor-management relations within the Department.

Pursuant to the methods developed below for improvements in labor-management satisfaction, the Department and Local 12 agree to establish a baseline assessment by way of the current state of activity in regards to:

- Number of pending arbitrations, ULPs, and all other matters resolved through formal adjudicatory procedures
- Number of cases identified appropriate for mediation
- Number of initiatives identified for consultations by LMR committee

In conjunction with the goals of the Executive Order, the parties agree to endeavor in developing other measures which clearly establish productivity gains, cost savings, and general labor-management satisfaction as identified in subsection (c) below.

b. Establishment of labor-management forums/committees.

The parties have agreed to establish a LMR committee at the Department level comprising OASAM (HRC) representing management and the President and Executive Vice President of Local 12. This committee will be responsible for the administration of the Department's guidelines under this Executive Order. This committee may delegate authority to appropriate representatives in addressing the mission related initiatives identified below.

It is understood that there may exist current informal "partnerships" within the Department at the Agency level, and while this is encouraged by both parties, these "partnerships" are not formally recognized under this plan. Should the parties wish to formalize these "partnerships" it must be done so by mutual agreement of the Department and Local 12.

The LMR committee will be responsible, initially, in addressing the following issues of concern to management and the Union in order to accomplish the Department's mission:

- Training obligations relative to labor-management cooperation
- Performance Management System

- Career Enhancement Program
- Recruitment and Hiring

It should be noted that many of the items listed above are covered in some manner in the parties' formal CBA and nothing in this plan may abrogate the rights of either party as it relates to that Agreement. However, the intent of these committees is to resolve as many of the aforementioned issues as practicable without the need to enter into formal proceedings, i.e., negotiations and/or use of a neutral adjudicator in litigation.

In consideration of budgetary restraints and to minimize fiscal impact, the parties agree to utilize all available, practicable technology to the greatest extent possible to accomplish the requirements of the E.O.

c. Methods to monitor improvements in labor-management relations

The parties will assess improvements in labor-management relations via the following mechanisms on a Fiscal Year basis:

- (1) Resolution of grievances, arbitrations, and ULPs without resorting to formal procedures. Quantitative calculations will allow for assessment of savings in time and money.
- (2) Resolution of disputes through mediations without resorting to formal litigation. Quantitative calculations will allow for assessment of savings in time and money.
- (3) Percentage of initiatives shared and resolved through pre-decisional involvement through labor-management committees.

It is anticipated that the methods identified above will allow the parties to:

- ❖ Improve the Agency's ability to accomplish the mission.
- ❖ Increase employee productivity and morale.
- ❖ Result in greater employee job satisfaction.
- ❖ Result in greater employee engagement in workplace matters, through their union representatives.

IV. TERM

Any agreements or provisions established as a result of this cooperative relationship remain in effect only as long as this plan remains in effect, unless mutually agreed to extension by both parties.