

## **Securities and Exchange Commission and National Treasury Employees Union, Chapter 293 Plan to Implement Executive Order 13522**

The Securities and Exchange Commission (SEC) and the National Treasury Employees Union, Chapter 293 (NTEU) submit the following plan to implement Executive Order 13522:

1. The SEC, with support from NTEU, has retained a consulting firm to gather data through focus groups and other means from the SEC Commissioners, Executive Director, Directors, mid-level and first level managers and the members of the NTEU Executive Board, stewards, and bargaining unit employees to determine, "What are the key issues, challenges, and opportunities present in the current SEC labor-management relationship that may help/hinder the implementation of Executive Order 13522 in a manner that achieves its goals?"
2. The SEC and NTEU will use the collected data to create a Labor Management Forum to help identify problems and propose solutions to better serve the SEC mission.
3. The SEC and NTEU, will create a process (a) that allows employees and their union representatives to have pre-decisional involvement in all workplace matters to the fullest extent practicable, without regard to whether those matters are negotiable subjects of bargaining under 5 U.S.C. 7106; (b) includes providing adequate information expeditiously to union representatives where not prohibited by law; and (c) make a good-faith attempt to resolve issues concerning proposed changes in conditions of employment, including those involving the subjects set forth in 5 U.S.C. 7106(b)(1), through discussions in the Labor Management Forum.
4. The SEC and NTEU decline to participate in the pilot projects set forth in Section 4 of Executive Order 13522.
5. The SEC and NTEU Labor Management Forum will develop metrics to determine changes in employee satisfaction, manager satisfaction, and organizational performance resulting from the joint efforts.
6. The SEC will devote sufficient resources to ensure the support of the activities of the Labor Management Forum including all efforts to improve employee satisfaction, manager satisfaction and organizational performance resulting from SEC and NTEU joint efforts, and all training efforts necessary to create the Labor Management Forum and sustain its efforts.

7. The SEC and NTEU recognize that efforts in support of Executive Order 13522 will dovetail with the previously identified goal of creating a Labor-Management strategic plan.