

Report to the National Council on Federal Labor Management Relations

Work Group # 2 Level of Recognition

June 7, 2010

Forum Creation at Appropriate Levels

Working Group 2 was tasked with providing guidance on the creation of forums at appropriate levels, including where unions do not have exclusive recognition at the Department or Agency level.

The Executive Order requires a labor-management forum at the level of recognition, that is, the level at which a bargaining unit with an exclusive representative is certified and the parties have specific rights and obligations within the collective bargaining process.

Working Group 2 did not feel that they should create a 'one-size-fits-all' approach to forums at other appropriate levels above or below the level of recognition, but reviewed options as suggestions that may be used by various Departments or Agencies.

Departments with Many NCR Unions

1. There will be forums at the levels of recognition within the organization.
2. Departments and Agencies should establish forums at all appropriate levels of the organization, with details to be worked out by the parties.
3. A single forum may be created at the Department level with those unions having Consultation rights at that level.
4. Forums may be created at Component and lower levels, with, at a minimum, the union(s) having consultation rights at that level.
5. Agenda based meetings may be held with participating union(s), as appropriate, to address specific topics.

Departments with Few NCR Unions and None with Recognition at Dept. level

1. There will be forums at the levels of recognition within the organization.
2. Departments and Agencies should establish forums at all appropriate levels of the organization, with details to be worked out by the parties.
3. Where no unions with Department level recognition exist, and few unions have NCR Rights, the parties may decide not to have a Department multi-union forum.
4. Forums may be created at the Bureau, Agency, or Component levels with, at a minimum, those unions having NCR status at that level.
5. Ad Hoc working groups may be established to address Department-wide issues. They may be made up of participants from the appropriate Forums.