

Forum Creation at the Level of Recognition

Working Group 2 was tasked with providing guidance on 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 that may be used by various Departments or Agencies.

Model #1

1. A single forum may be created at the Department level with those unions having Consultation rights at that level with the agreement that details will be worked out in their Forum Charter.
2. In addition, forums may be created at the Service/Component level with each union having at least NCR status at that level, and so on down to the lowest level of the organization.
3. There will be a forum at the levels of recognition within the organization
4. Agenda based meetings may be held with participating union(s), as appropriate, to address specific topics.

Model #2

1. Where no unions with Department level recognition exist, and only one union has National Consultation Rights, a multi-union forum may not be needed.
2. There will be forums at the levels of recognition within the organization
3. Forums may be created at the Bureau/Agency/Component level with unions having at least NCR status at that level.
4. Ad Hoc working groups may be established to address Department-wide issues. Such working groups may be made up of participants from the Bureau/Agency/Component level Forums.