

Federal Election Commission
Implementation Plan
on Creating Labor-Management Forums

Background

The Federal Election Commission (“FEC” or “Commission”) was created by Congress in 1975. Its mission is to administer and enforce the Federal Election Campaign Act - the statute that governs the financing of federal elections. The duties of the FEC, which is an independent regulatory agency, are to disclose campaign finance information, to enforce the provisions of the law relating to the limits and prohibitions on contributions, and to oversee the public funding of Presidential elections. The Commission is made up of six members, who are appointed by the President and confirmed by the Senate. It has approximately 375 employees, all located in its headquarters in Washington, D.C. The National Treasury Employees Union (NTEU) represents all bargaining unit FEC employees.

This implementation plan is submitted by the FEC after consultation with the NTEU, as required by Section 3(b) of Executive Order 13522, and addresses the four action items identified in that section.

Baseline assessment of the current state of labor relations within the FEC

The FEC and NTEU will jointly survey bargaining unit employees and managers of the FEC to determine the current level of employee workplace satisfaction and managers’ perception of how well the current labor relations processes are working. The Forum also expects to develop and use other appropriate metrics as a means of assessing the labor relations within the FEC and of identifying whether particular issues need systemic attention after giving due consideration to the meaningfulness and measurability of given potential metrics.

Establishment of labor-management forums

The existing Labor-Management Agreement between the Commission and NTEU establishes a joint Labor-Management Relations Committee of up to four representatives of each party to discuss “any topic . . . pertinent to the labor-management relationship, with the exception of pending cases or disputes,” for the purpose of “provid[ing] pre-decisional recommendations to the Staff Director” or his designee. Because the structure and purpose of this Committee so closely mirror those of the forums required by the Executive Order, the Committee will constitute the Commission’s forum for purposes of compliance with the Order. We note that the Commission and NTEU are in the beginning phases of negotiations over their Labor-Management Agreement for the new term. Both the Commission and NTEU recognize that the Forum is not intended to, nor will it be a substitute for the LMA negotiations.

Considering the current stage of the LMA negotiations, and the need for the forum to evaluate any pilot projects that may be proposed by the National Council on Federal Labor-Management Relations pursuant to Section 4 of the Executive Order, we are unable to state at this time the extent to which the agency may participate in such pilot projects.

Developing metrics for measuring improvements in labor relations at the FEC

The FEC and NTEU will collaborate through their partnership forum or a special joint working group to develop suitable metrics for measuring labor-management satisfaction, productivity gains, cost savings, and other possible workplace factors at the FEC. The Office of Human Resources, the agency’s subject matter experts on personnel issues, may provide technical assistance to the group as needed.

Resources

The FEC will make available all necessary management staff to fulfill its obligations relating to the establishment of labor-management forums and will provide a reasonable amount of official time for employee representatives who are FEC employees to do the same.