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UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D. C. 20555

February 18, 1994

CHAIRMAN

The Honorable Albert Gore, Jr.
The Vice President of the United States
Washington, D.C. 20501

Dear Mr. Vice President:

Developing a climate of joint labor-management cooperation in the Federal government is one of the most challenging initiatives envisioned in the National Performance Review. I would like to tell you about some progress the Nuclear Regulatory Commission is making to achieve this goal.

The Commission had been contemplating a consolidation of two of its field organizations to improve the effectiveness of operations and save resources. At the time the President issued his Executive Order on Labor-Management Partnerships, we were moving toward implementation, which entailed greatly reducing the size of our California office and relocating the majority of its staff.

In the spirit of the Executive Order, agency managers and representatives of the National Treasury Employees Union, which represents NRC employees, formed an ad hoc joint partnership committee. This joint partnership committee proposed creative modifications to the Commission's basic approach to consolidation that accommodated the interests of affected employees while maintaining the long-term savings and operational efficiencies we sought and avoiding the prospect of lengthy negotiations and litigation.

We are building on this early success. NRC's Executive Director for Operations and the local union president have issued a joint memorandum to all employees pledging firm commitment to the goals of the Executive Order. We have also established a partnership committee at the agency level; one of its first tasks is arranging joint training for managers and union officials in the techniques, such as interest-based bargaining, that underpin the partnership effort.

The Commission believes that our early experience with the labor-management partnership concept has been productive and encouraging. It has engendered an optimistic view in the agency that this new way of doing business is not only viable, but also necessary if we are to create an environment in which we can achieve the savings and service goals of the National Performance Review.

Sincerely,

Ivan Selin

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Enclosure:
Joint Memorandum to All
Employees dtd 1/25/94

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