



UNITED STATES  
NUCLEAR REGULATORY COMMISSION

ANNOUNCEMENT NO. 6

DATE: January 25, 1994

TO: All Employees


SUBJECT: THE NATIONAL PARTNERSHIP RELATIONSHIP AND LABOR RELATIONS

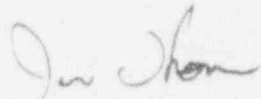
On October 1, 1993, President Clinton signed Executive Order 12871 outlining the details of a new relationship he would like agency managers to form with employees and their unions. At the center of the partnership relationship is a body called the National Partnership Council. It is composed of the presidents of the four largest unions of federal employees and the directors of the Office of Personnel Management, the Federal Labor Relations Authority, and the Federal Mediation and Conciliation Service (FMCS). The President has also included the Deputy Director for Management, Office of Management and Budget; the Deputy Secretary of Labor; and two departmental deputy secretaries. Robert Tobias, the President of the National Treasury Employees Union, which represents NRC bargaining unit employees, will serve on the Council. Their primary role will be to foster labor-management partnerships and propose changes in personnel laws and regulations consistent with the recommendations of the National Performance Review.

The Executive Order also conveys the President's interest in changing the historical approaches to bargaining and dispute resolution between employees and executive branch leaders. The Executive Order stresses, and NRC and NTEU fully support, the importance of training managers, employees, and union representatives in new techniques for consensual resolution of issues and concerns.

Another change the Executive Order makes is that it expands the scope of issues over which management and unions are now obligated to negotiate. As of October 1, 1993, managers and employee representatives are required to negotiate on the numbers, types, and grades of employees or positions assigned to any organizational subdivision, work project, or tour of duty, or on the technology, methods, and means of performing work. This will change the way employees participate through their representatives in important decisions the agency makes about their work environment.

With the issuance of this memorandum, both NTEU and NRC acknowledge their responsibilities under the Executive Order and affirm their support of the President's goals and objectives. In the near future, we intend to form a joint NRC Labor-Management Partnership Committee to aid in the implementation of the Order. We have enlisted the aid of the FMCS to assist us in this process. Further information on these efforts will follow in the weeks to come.

  
James M. Taylor  
Executive Director  
for Operations

  
Jim Thomas, President  
NTEU, Chapter 208