



# National Treasury Employees Union Legislative Action

110th Congress 2nd Session

## LABOR MANAGEMENT PARTNERSHIPS IN THE FEDERAL GOVERNMENT

On October 1, 1993, Executive Order 12871, established labor-management partnerships in the federal government. Shortly after taking office, on February 17, 2001, President George Bush revoked the executive order. NTEU believes it is time to re-establish labor-management partnerships in the federal government.

When the executive order was in effect during the 1990s, there was recognition that the sometimes adversarial labor-management relationships in federal agencies could be transformed into problem solving relationships. Partnerships were created made up of managers, employees, and employees' representatives who had insights into designing and implementing the processes necessary to more efficiently achieve agencies' missions. The purpose of the partnerships was not to provide for co-management, but to identify problems and craft solutions to better serve the taxpayer. Often, issues within federal agencies were resolved before they became major obstacles or points of contention in the labor-management arena. Through partnerships came a recognition that employees and their union representatives added value to the decision making process.

In a December 2000 report to Congress, the Office of Personnel Management (OPM) found that partnerships between labor and management "have helped cut costs, enhance productivity, and improve customer service at agencies across Government." It is time to bring the creative ideas of management and labor together again in government.

NTEU supports legislation to reinstate federal labor-management partnerships. On October 18, 2007, S. 2197, the Federal Labor-Management Partnership Act of 2007, was introduced by Senators Daniel Akaka (D-HI) and Hillary Clinton (D-NY). An identical House bill, H.R. 3892, was introduced by Representative Danny Davis (D-IL) along with nine cosponsors. The legislation calls for a National Partnership Council made up of equal numbers of labor and management representatives to advise the President and create local partnership councils in the field. The ultimate goal is to foster partnerships between management and labor throughout the executive branch to resolve workplace issues and develop policies to enable agencies to better serve the public.

**NTEU urges you to cosponsor S. 2197 and H.R. 3892 to reinstate labor-management partnerships in the federal government.**