



The Secretary of Energy  
Washington, DC 20585

June 19, 2001

MEMORANDUM FOR ADMINISTRATOR, NATIONAL NUCLEAR SECURITY  
ADMINISTRATION (NNSA)  
HEADS OF NON-NNSA DEPARTMENTAL ELEMENTS  
WITH FEDERAL UNIONS  
OFFICIALS OF FEDERAL UNIONS  
LABOR RELATIONS OFFICIALS

FROM: SPENCER ABRAHAM  
Subject: Federal Labor-Management Relations

A handwritten signature in black ink that reads "Spencer Abraham".

Labor organizations in the Federal Government play an important role in promoting employees' interests and working with management officials to improve agency programs that enhance efficiency and contribute to mission accomplishment. By relying on constructive dialogue and working together, labor and management can move beyond their traditional roles and enhance the quality of workplace programs and organizational effectiveness.

In Executive Order 13203, issued on February 17, 2001, President Bush revoked the previous Administration's Executive Order on labor management partnerships and ordered agency heads to rescind previous requirements to establish partnerships and elect to negotiate numbers, types, and grades of employees in an organizational unit, and the methods, means, and technology to perform work under 5 U.S.C. 7106(b)(1). Accordingly, I am rescinding the previous Administration's mandate of November 2, 2000, and withdrawing Secretarial approval regarding those provisions of the Department of Energy Partnership Council charter that *require* DOE managers to negotiate topics covered by 5 U.S.C. 7106(b)(1).

With respect to building and maintaining constructive and cooperative relationships between labor and management at the DOE, I am pleased to announce the following:

- The recent ratification and approval of the Headquarters collective bargaining agreement with the National Treasury Employees Union. This agreement expands quality of work life programs for Headquarters employees and challenges labor and management to work cooperatively to make further workplace improvements.



- Continuation of the Department-wide Labor-Management Council with DOE's Federal unions. The role of the Council will be to bring senior management and Federal union officials together to discuss and collaborate on workplace issues of mutual interest and concern.

In support of these initiatives, I have asked the Office of Management and Administration to provide further information to organizations regarding the implementation of the Headquarters collective bargaining agreement and to work with the other DOE-wide Labor-Management Council Executive Committee members to begin developing an agenda for the next meeting and to recommend ways to address the Council's stated goal of "...building and maintaining a cooperative and collaborative relationship to better accomplish the Department's mission, address the needs of the workforce, and deliver the highest quality goods and services to the American people."

I believe this laudable goal provides a good benchmark for conducting labor-management relations at all levels in the DOE.