

## NTEU - NRC PARTNERSHIP

### Preamble

The National Treasury Employees Union (NTEU) and the Nuclear Regulatory Commission (NRC) agree that a collaborative relationship can contribute to the accomplishment of the agency's mission and improve labor management relations. Accordingly, NTEU and the NRC agree to establish a labor management partnership.

A partnership between NTEU and NRC management based on mutual respect, integrity and trust is essential to ensuring that the NRC remains an agency committed to excellence, operating on quality principles, and credible to its employees and the public.

The NTEU/NRC Partnership recognizes that utilizing the talent and creativity of employees and their representatives is vital to improvements in work processes and programs, customer service, quality of work life, accomplishing the agency mission, and workforce diversity. Nevertheless, management has the ultimate responsibility and accountability for accomplishment of the agency mission and for compliance with applicable laws and regulations.

The NTEU/NRC Partnership is founded on the following principles: mutual respect; trust; cooperation and teamwork; sharing of information; employee involvement; and, a commitment to seek agreement on consensus issues.

### Purpose

The Purpose of the NTEU/NRC Partnership is:

1. To ensure that the agency remains committed to excellence, operates on quality principles, and is credible to its employees and the public.
2. To ensure that NTEU and NRC collaborate to jointly conceive, design, implement and evaluate solutions to issues raised by either organization.
3. To serve as a forum for addressing NTEU and/or NRC initiated issues, suggestions, and concerns which impact on the work place, employees' work lives, and/or on employee and public relationships.
4. To ensure that NTEU and NRC benefit from the talents and diversity of NRC employees by using their knowledge, skills, creativity, wisdom, experience, enthusiasm, and versatility.
5. To create a labor-management relationship which supports empowerment, innovation, pride in work, mutual trust, and the achievement of full potential.
6. To create and implement policies which encourage employee participation in efforts to improve work processes at the NRC.

To this end, the Partners will form an Agency Labor-Management Partnership Committee (ALMPC) whose responsibility will be to oversee and guide the partnership process.

#### Structure of the Agency Labor-Management Partnership Committee

1. Membership on the Agency Labor-Management Partnership Committee (ALMPC) shall consist of an equal number of management and union representatives who are empowered to bind their respective organizations to agreements. All representatives and replacements shall receive, at NRC expense, training in interest-based bargaining.
2. NTEU representatives shall be appointed by the NTEU National President (or designee). Any replacements shall also be appointed by the NTEU National President (or designee).
3. The Executive Director for Operations (EDO) shall appoint management representatives or replacements.
4. A position on the committee shall be reserved for a member of NTEU National. Substitutions may be made as necessary and without limitation.
5. Accordingly, the NTEU/NRC Partnership Committee is hereby formed at the Agency level consisting of:

#### NTEU:

NTEU National Staff Member

Chapter 208 President

6 members of Chapter 208 appointed by the NTEU National President (or designee).

#### MANAGEMENT

The Deputy Executive Director for Management Services

The Chief of Labor Relations (or designee)

The Assistant General Counsel for Administration (or designee)

5 members of management appointed by the EDO

#### Agency Labor-Management Partnership Meetings

1. It is the intent of the Agency Labor-Management Partnership Committee to meet monthly (or as needed).
2. As appropriate, decision-making shall be by consensus.
3. In order to conduct business, a quorum consisting of seven individuals, including a minimum of three (3) Management Committee members and three (3) NTEU Committee members shall be in attendance at any meeting of the Committee.

The three NTEU Committee members must include at least the following:

-One representative from the NTEU's National Office (or labor designee from the ALMPC), and

-The President of NTEU Chapter 208 (or labor designee from the ALMPC)

The three Management Committee members must include at least the following:

- The Deputy Executive Director for Management Services (or designee)
- One representative from the Office of the General Counsel (OGC)
- One representative from the Office of Human Resources (HR)

4. Minutes and Agenda: After the ALMPC approves the meeting minutes, they shall be distributed to all employees. Agenda items shall be agreed to by consensus.

#### Ground Rules Governing the NTEU/NRC Partnership Relationship

1. By signing this agreement, neither NTEU nor the Agency waive any rights under the Labor-Management Relations Statute or the Collective Bargaining Agreement.
2. The NRC shall grant official time to NTEU representatives to participate in joint NTEU/NRC Partnership Meetings and to attend joint partnership training, and reasonable official time to carry out their duties under this Partnership. For training which has been jointly agreed to by the Partnership, NRC shall pay for employee related costs, including travel expenses. Workload adjustments shall be made as appropriate to support partnership efforts.
3. NTEU and employee contributions to the Partnership process shall be acknowledged and valued.
4. Alternate Dispute Resolution: Use of interest-based bargaining techniques shall be the goal of the ALMPC. However, this technique will be used only if the parties mutually agree. If consensus on the resolution of an issue cannot be reached within a reasonable time, the parties are encouraged to attempt resolution through Alternative Dispute Resolution (ADR). If the parties agree to utilize ADR, they will determine the appropriate ADR technique.

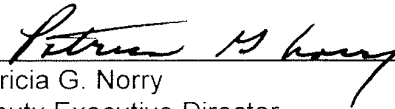
#### Office/Regional Labor-Management Partnership Committees (OLMPC)

1. OLMPCs shall be formed in NRC as appropriate. The ALMPC shall provide guidance to the OLMPCs.
2. The NTEU National President (or designee) shall appoint the labor representative to OLMPCs. Labor replacements to any partnership committee shall be designated by the NTEU National President (or designee).
3. Office Directors and Regional Administrators shall appoint management representatives and their replacements to OLMPCs.
4. Representatives or replacements to OLMPCs shall be trained in interest-based bargaining at NRC expense.

5. As appropriate, decision-making in OLMPs shall be by consensus. If no consensus is reached (when required), the matter will be referred to the ALMPC.
  
6. OLMPs shall have the authority to reach binding agreements on matters that
  - a) are not contrary to law or agency policy;
  - b) are consistent with the NRC/NTEU contract;
  - c) impact or affect only their organization unit; and
  - d) the Office Director/Regional Administrator has been delegated decision authority.



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10-16-01

Date

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