



The Secretary of Energy

Washington, DC 20585

April 27, 2014

MEMORANDUM FOR HEADS OF NON-NNSA DEPARTMENTAL ELEMENTS WITH
FEDERAL UNIONS, LABOR RELATIONS OFFICIALS, AND
OFFICIALS OF FEDERAL UNIONS

FROM: ERNEST J. MONIZ 

SUBJECT: Department Of Energy (DOE) Wide Labor-Management Forum

On December 9, 2009, President Obama issued Executive Order 13522, "Creating Labor-Management Forums to Improve Delivery of Government Services." This order created a National Council on Federal Labor-Management Relations and emphasized pre-decisional involvement. This Executive Order requires that each executive department/agency subject to 5 USC 71 shall 1) establish a department or agency level labor-management forum "at the levels of recognition and other appropriate levels agreed to by labor and management..."; 2) allow employees and unions to have pre-decisional involvement "in all workplace matters to the fullest extent practicable, without regard to whether those matters are negotiable subjects of bargaining under 5 USC 7106"; and 3) "evaluate and document in consultation with union representatives...changes in employee satisfaction, manager satisfaction, and organizational performance resulting from the labor-management forums."

DOE has made great strides in establishing several labor forums at the appropriate local levels of recognition. In March 2010, DOE reaffirmed its commitment to President Obama's Executive Order 13522, "Creating Labor Management Forums to Improve Delivery of Government Services," by submitting a department-wide implementation plan to the National Council on Federal Labor-Management Relations. This implementation plan included metrics for evaluation of employee satisfaction and organizational performance.

While these are great strides forward in the area of labor-management relations, DOE can certainly continue to improve and work jointly with its labor unions to ensure we, as a department, maximize and consolidate efforts to ensure our workforce is ready, willing, and able to provide the American people with the quality product it deserves.

Shortly after my swearing in, I met with labor and management representatives from the various local levels of recognition. I was excited to learn that both parties were amenable to a joint working relationship and providing an exchange of ideas for overall department-wide improvement at a DOE-wide level.

I believe that in this era of fiscal restraints and constrained timeframes, a collaborative and concerted effort is what we need to ensure and enhance the Department's ability to accomplish its mission. As such, I am directing my Chief Human Capital Officer to assemble a DOE-wide labor forum that will consist of representatives of labor and management from all recognized labor units across DOE along with the appropriate subject matters experts. This labor forum will



be charged with jointly identifying and crafting recommendations to address problems facing us as a Department. The forum will accomplish this by using a constructive and interest-based approach, with an emphasis on the changes needed to be made by both management and labor to reach the overarching goal of improving the quality of government services provided by DOE.

In addition to the above charge, the DOE-wide labor forum will be charged with crafting appropriate labor forum metrics that will capture employee satisfaction and organizational performance as a result of labor-management forums, along with any other metrics the forum deems appropriate. The 2010 DOE implementation plan will serve as guidance for the implementation of these metrics.

This forum does not replace or override the authority of management and labor at the local level of recognition. The DOE-wide forum cannot negotiate or address local matters, and in making DOE-wide recommendations that may impact locals, local management and labor will ultimately decide if implementation is appropriate and negotiate impact and implementation as needed.

I am confident that if used correctly, this forum will be a conduit for the exchange of ideas that will in turn result in DOE-wide improvements and more efficient and productive delivery of DOE government services.