



U.S. Department of Energy

National Energy Technology Laboratory

NETL

November 28, 2007

MEMORANDUM FOR JEFFREY DOWELL
HR POLICY & PROGRAMS DIVISION

FROM: RICHARD WALTERS *Richard Walters 11/28/2007*
NETL ALBANY SITE MANAGER & CHIEF NEGOTIATOR

SUBJECT: Negotiation of NETL Collective Bargaining Agreement With
NETL Albany Site Unit

This memo is a follow-up to our meeting on September 27, 2007.

The request for consolidation of the two bargaining units at the NETL Albany site has been approved by the FLRA (see attachment). I believe that this document provides the clarification of the NETL organizational involvement and role as an appropriate party to the negotiations with AFGE 1104. I will change all of the appropriate language within the draft CBA to reflect the new consolidated bargaining unit.

I have discussed your suggested changes to the draft CBA with NETL management. We appreciate the constructive comments and will do our best to negotiate them into the agreement. I will assume I have the normal management flexibility to negotiate on these items except to the extent that a contrary position would not be in accordance with law, rule or regulation. If that is not your understanding, please let me know as soon as possible, since we plan to return to the bargaining table in December.

There is one point on which I need some clarification. I was left with the impression from our discussion that we could not collectively negotiate with all three NETL union concerning an organization-wide issue. Does this preclude NETL Management and the unions from discussing common issues in a common forum, provided any changes to the negotiated agreement, or impact and implementation understanding, are clearly made between NETL and the effected union on an individual basis? NETL will suffer a significant loss in efficiency if we cannot talk through matters with the unions as a group since many issues are common to all three unions.

Thanks again for your help in moving our new agreement forward. I hope to be able to provide a finalized and signed CBA for Agency Head approval sometime in January.

cc:

Sarah J. Bonilla, Director, Office of Human Capital Management
Thomas Wilson, Associate Director, Office of Institutional & Business Operations
Joseph Grimes, Labor Relations Specialist, Human Resources Division

Attachment

1450 Queen Avenue SW, Albany, OR 97321

Richard.Walters@netl.doe.gov

Voice (541) 967-5873

Fax (541) 967-5936

www.netl.doe.gov

Attachment



UNITED STATES OF AMERICA
BEFORE THE FEDERAL LABOR RELATIONS AUTHORITY

U.S. DEPARTMENT OF ENERGY
NATIONAL ENERGY TECHNOLOGY LABORATORY
ALBANY SITE
ALBANY, OREGON

-and-
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO
-Petitioner/Exclusive Representative

CASE NO.
SF-RP-07-0043

CERTIFICATION OF CONSOLIDATION OF UNITS

In accordance with the provisions of Chapter 71 of Title 5 of the U.S.C. and the implementing Regulations of the Federal Labor Relations Authority:

Pursuant to authority vested in the undersigned, and 5 U.S.C. 7112(d)

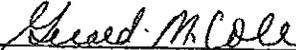
IT IS CERTIFIED that American Federation of Government Employees, AFL-CIO is the exclusive representative of all employees in the following consolidated unit:

Included: All professional and nonprofessional employees, including all general schedule and wage grade employees, of the Department of Energy, National Energy Technology Laboratory, Albany Site, Albany, Oregon.

Excluded: All management officials; supervisors; and employees described in 5 U.S.C. § 7112(b)(2), (3), (4), (6) and (7).

Dated: October 29, 2007 FEDERAL LABOR RELATIONS AUTHORITY

Attachment: Certificate of Service


Gerald M. Cole, Regional Director
San Francisco Region