



*U.S. Office of Personnel Management Pandemic Planning Guide*

## What Can an Agency Do To Prepare for Labor Relations Issues That May Arise in the Event of a Pandemic Health Crisis?

This Pandemic Planning Guide is designed to assist agencies as they prepare for and respond to a pandemic health crisis. The guide is general in nature. For detailed human resources information, see [www.opm.gov/pandemic/](http://www.opm.gov/pandemic/). For the latest information on contingency planning for a pandemic influenza, see [www.pandemicflu.gov](http://www.pandemicflu.gov). Readers should also review their agency policies, practices, and guidance prior to taking action.

Has the agency...	Completed	In Progress	Not Started
1. Developed a plan for identifying provisions of a collective bargaining agreement or other labor-management agreement that may need to be addressed to enable the agency to carry out its mission in the event of a pandemic-related emergency? <i>[See “<a href="#">Employee and Labor Relations During a Pandemic Health Crisis</a>,” OPM-III-C.]</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Developed a plan for communicating with exclusive representatives at the national and/or local level regarding any determination that will affect compliance with specific terms of a collective bargaining agreement during any such emergency? <i>[See “<a href="#">Employee and Labor Relations During a Pandemic Health Crisis</a>,” OPM-III-C.]</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Developed a plan for determining what, if any, post-implementation bargaining may be necessary as the result of management actions taken during an emergency? <i>[See “<a href="#">Employee and Labor Relations During a Pandemic Health Crisis</a>,” OPM-III-C.]</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Developed a communication system to inform supervisors and employees of changes in working conditions in the event of a pandemic-related emergency?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Reminded managers and supervisors of their labor-management relations responsibilities in the event of an emergency? <i>[See “<a href="#">Employee and Labor Relations During a Pandemic Health Crisis</a>,” OPM-III-C.]</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>