

APPENDIX A

APPENDIX B

APPENDIX C

SUMMARY OF COMMENTS

General Accounting Office (GAO)

GAO Management

Comments from officials of GAO, submitted on behalf of the agency, stated that most of the protections given to GAO employees under the CAA were already available to the employees under the terms of other laws, and further stated that GAO provides a comprehensive and effective set of policies and procedures to protect the rights of its employees.

The GAO comments also stated the belief that the GAO Personnel Appeals Board (PAB) has effectively performed its roles, but also stated that there is some Congressional concern about the need for GAO to have a PAB. The comments further stated that, because of budgetary considerations, the House Report accompanying the FY96 Legislative Branch Appropriations Bill requested GAO to review the PAB and consult with the oversight committee to find a more appropriate placement for the PAB's functions. Accordingly, GAO stated that it has been considering what would be a more appropriate placement for the PAB functions, but has not come to any conclusions on this matter.

d,so recommended that the current apped,s procedures for violations remain in place, and stated

comment stated that the employing office is clearly an interested party and should be the named respondent. The comment also suggested that consideration be given to the fact that the federal courts and the GAO PAB are not parties in appellate review proceedings, nor is the Merit

The comments suggested that it might be desirable to centralize enforcement coverage of legislative employees for whom enforcement by the Office of Compliance is not appropriate due to extensive differences in statutory protection. The comments stated that GAO, GPF1 and the Library have personnel legislation directly comparable to that of executive branch agencies, and that the PAB is the only established board equipped to deal with the full range of appeals arising from these instrumentalities.

Finally, the comment recommended reducing the number of members of PAB from five members to three members total in order to enhance efficiency of the PAB.

A PAB official submitted a separate comment on behalf of the PAB in response to an inquiry from a staff member at the Office of Compliance regarding the legislative removal of the PAB's stay authority with respect to RIF-based actions. The comment stated that the PAB is troubled by the change and had communicated its opinions to the Comptroller General when the proposal was

Regarding the GAO dispute resolution efforts in civil rights matters, the commenter stated that

A GPO official, on behalf of the agency, urged the continuation of the status quo, with minor

One commenter, who is a non-bargaining unit employee located in a regional GPO office, stated

With regard to discrimination coverage at the Library, the comment urged that there be “extensive and thoughtful study” before making changes in the EEO 1d7s. The comment cautions not to go from an “imperfect” system, which affords an investigation into EEO charges, to a system that ldecks any investigatory component, like the procedures under CAA. After reviewing the Library’s proposal, one of these unions responded that the EEO procedures used in the executive branch “should govern at the Library of Congress, except that administrative appeal to the Office of Compliance should be substituted for appeal to the EEOC.”

and the Senate under the CAA

- The Worker Adjustment and Retraining Notification Act (29 U.S.C. §§ 2101 et seq.) (WARN) assures employees of notice in advance of office or plant closings or mass layoffs.
- Section 2 of the Uniformed Services Employment and Reemployment Rights Act of 1994 (38 U.S.C. chapter 43) (USERRA) protects job rights of individuals who serve in the military and other uniformed services.
- The Federal Service Labor-Management Relations statute (5 U.S.C. chapter 71) establishes the rights of individuals to form, join, or assist a labor organization, or to refrain from such activity, and to collectively bargain over terms and conditions of employment through their representatives.
- The Occupational Safety and Health Act of 1970 (29 U.S.C. §§ 651 et seq.) (OSHA) protects the safety and health of employees from physical, chemical, and other hazards in their places of employment.

c. *D*

