

# Implementation Plan

## NTSB/AFGE Local 2211

### E.O. 13522, Creating Labor-Management Forums to Improve Delivery of Government Services

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Introduction: This plan has been jointly developed by the National Transportation Safety Board (the Agency) and Local 2211 of the American Federation of Government Employees, AFL-CIO (the Union) as required by Section 3 (b) of Executive Order 13522, Creating Labor-Management Forums to Improve Delivery of Government Services. The Safety Board is a small agency with about 400 employees. The Union represents all Agency employees except those excluded by law and Administrative Law Judges.

Baseline Assessment of Labor-Management Relations in the Agency. During the past several years, the Agency and the Union have developed a constructive and cooperative relationship that has essentially reduced administrative litigation (i.e., unfair labor practice charges, institutional Union grievances and negotiations impasses) to zero. Accordingly, the parties have agreed to continue to monitor these indicators, with any significant change from the current low levels indicating a need to reassess the situation and discuss corrective action. Additionally, the parties will periodically review the status of the Agency's process for ensuring that the Union is predecisionally involved in Agency initiatives affecting the workplace to determine whether adjustments in that process are necessary.

Establishment of Labor-Management Forums. The parties have established a Labor-Management Cooperation Committee tailored to their unique organizational needs. The Committee, which meets monthly, comprises the Agency's Managing Director and Deputy Managing Director and the Union's Unit Vice President and Chief Steward, along with the agency's Labor Relations Officer, who serves as a resource person but does not participate in the consensus process. Additionally, the Committee meets semi-annually in Executive Session with the Agency Head (Chairman) and an additional Union representative in attendance. The Committee reaches decisions by consensus, with any matters with regard to which consensus cannot be reached referred to traditional labor-management processes (e.g., negotiations, grievance procedure, etc.). This forum is a continuation and extension of the previous series of

