



Homeland
Security

U. S. Department of Homeland Security
Federal Law Enforcement Training Center

Labor-Management Forum

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Authority and Approval

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Date

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Date

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Purpose

The purpose of this charter is to authorize and establish a Labor-Management Forum to promote the joint involvement of the Federal Law Enforcement Training Center (FLETC) and the American Federation of Government Employees (AFGE), Local 2002, to effectively accomplish the mission of the FLETC. This charter does not abrogate the collective bargaining agreement between the FLETC and AFGE Local 2002.

Scope

Labor-Management Forum is intended to foster improvements in overall government efficiency and effectiveness as well as employee performance and productivity. The Labor-Management Forum will foster relationship building and open communication between the Parties through mutual respect and trust.

Authority

The activities of the Labor-Management Forum are governed by Title 5, United States Code, Chapter 71, the Federal Service Labor-Management Relations Statute, and Executive Order 13522.

Labor-Management Forum Functions

The Labor-Management Forum shall:

- Facilitate joint problem resolution and recommend appropriate action to the Director;
- Promote and practice pre-decisional involvement;
- Use an interest-based approach to deal with issues of FLETC-wide impact, e.g. agency resources, organizational changes, quality of work-life, etc.;
- Evaluate and document changes in employee satisfaction, manager satisfaction, and organizational performance resulting from the labor management forum.
- Work together to develop metrics to monitor improvements in areas such as labor-management satisfaction, productivity gains, cost savings and other areas as identified by the forum's participants.
- Recognize, publicize, and promote successes within the FLETC;

Consultation or negotiations between the Parties will be accomplished in a meaningful way, with a resolve to achieve greater employee participation in the making of decisions on personnel policies and practices and matters affecting working conditions. The Parties agree to work jointly as full partners through work groups, action groups, teams, etc., to identify opportunities, develop recommendations and implement innovative solutions that foster the delivery of the highest quality law enforcement training to the FLETC's customers while cutting costs and advancing employee interests.

Labor-Management Forum Structure

The Labor-Management Forum will be jointly chaired by the Director and the President of AFGE Local 2002. The forum's structure consists of the Director, President of AFGE Local 2002, the Deputy Director, Executive Vice-President of AFGE Local 2002, Assistant Director for Administration Directorate, Assistant Director for Field Training Directorate, and Assistant Director for the Glynco Training Directorate, and the Vice-Presidents of AFGE Local 2002 who represent the staff and instructors. The Chief of the Employee and Labor Relations Branch will be the principal advisor to the parties of the Labor-Management Forum. Any additional staff support for the Labor-Management Forum will be provided by the FLETC as needed.

Labor-Management Forum Meetings

The Labor-Management Forum shall meet at least quarterly on a day and time to be determined by the Parties. Leadership of the meetings will alternate between the parties. Final agenda should be prepared and issued to members at least five (5) working days prior to the scheduled meeting.

Changes to the Charter

This charter is a living document that embodies the general goals of the Parties. By mutual consent, the Parties may modify this document to reflect changing conditions within the FLETC.

Duration of Charter

This charter may be unilaterally voided by providing written notice to the other Party.