

PART 2063 - EMPLOYEE RELATIONS AND SERVICES

SUBPART I - LABOR-MANAGEMENT RELATIONS PROGRAM

§2063.401 General.

Executive Order 11491, as amended "Labor-Management Relations in the Federal Service" gives the objectives of the Labor-Management Relations Program.

§2063.402 Purpose.

The purpose of the Labor-Management Relations Program is to improve Government efficiency and to give employees opportunity to take part in formulating and implementing personnel policies and practices affecting the conditions of their employment.

§2063.403 Definitions.

- (a) Employee. An employee of Rural Development, but not a supervisor.
- (b) Supervisor. Defined in Executive Order 11491, as amended.

§2063.404 Policy.

- (a) Employee rights. Each employee can join and help a labor organization. This right of the employees must be protected. Except as noted in paragraph (b) of this Section, the right to help a labor organization includes taking part in its management or being its representative.
- (b) Exceptions. Paragraph (a) of this Section does not authorize participation in the management of a labor organization or being its representative by supervisors and management officials, or by employees whose official duties are incompatible with these activities.
- (c) Neutrality. All supervisors and managers must remain neutral regarding their subordinates' choice of a labor organization or questions of membership or nonmembership in a labor organization.

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§2063.405 Designations and assignments or responsibilities.

- (a) Director, Personnel Division. The Director, Personnel Division, must make sure that personnel comply with the Executive Order and the Labor-Management Relations Program.

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(b) Chief, Employee Relations Branch. This official is a Labor-Management Relations Officer and responsible for.

- (1) Helping managers with Labor-Management Relations.
- (2) Preparing Labor-Management Relations documents for organizations outside Rural Development.
- (3) Keeping in contact with the Office of the Secretary, USDA and National Offices of Labor Organizations.

(c) State Directors and Director, Finance Office. These officials are responsible for the operation of the Labor-Management Relations Program within their respective jurisdictions. They also are responsible for keeping the Labor-Management Relations Officer informed about developments and problems.

(d) Administrative Officers. These officials are responsible, under the direction of the State Director, for dealings with unions. Duties include, but are not limited to:

- (1) Maintaining contact with recognized labor organizations.
- (2) Negotiating and administering collective bargaining agreements.
- (3) Giving copies of the agreement to each supervisor and employee of the bargaining unit.
- (4) Insuring that supervisors receive training in Labor-Management Relations.
- (5) Serving as assistant agency representative in hearings before the Federal Labor Relations Council (FLRC), Federal Services Impasses Panel (FSIP), and the Assistant Secretary of Labor for Labor-Management Relations (ASLMR).

§2063.406 Allotment of dues through payroll withholding.

Employees who are members of a bargaining unit can allot dues to a labor organization:

- (a) When dues must be withheld under a negotiated agreement.

RD Instruction 2063-I
§2063.406 (Con.)

(b) When the employee obtains a copy of SF-1187, "Request and Authorization for Voluntary Allotments of Compensation for Payment of Employee's Organization Dues," from his/her employee organization. Upon completion, Form SF-1187 is furnished to the Employment Officer. The Employment Officer writes on each SF-1187: "The employee is eligible for voluntary payroll withholding as shown in Section 21 (a) of E.O. 11491, as amended," and sends it to the National Finance Center (NFC).

§2063.407 Reports. (Added 3-5-80, PN 716)

The Office of Personnel Management annually requires the submission of information pertaining to the status of union recognition and agreements, as of November 1st. This information should be submitted to the Personnel Division, Attention, Employee Relations Branch by November 15 of each year. Therefore, those states in which exclusive recognition has been granted to labor organizations should submit the following data concerning Rural Development employees.

- (a) Number of wage board employees in the unit.
- (b) Number of professional employees in the unit.
- (c) Current number of all other nonprofessional general schedule (or equivalent) employees in the unit.
- (d) Total number of all employees in the unit (This total should equal the sum of the above three items).

§§2063.408 - 2063.450 (Reserved)

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