

***NATIONAL WEATHER SERVICE POLICY DIRECTIVE 1-5
AUGUST 5, 2016***

***Administration and Management
LABOR/MANAGEMENT RELATIONS***

NOTICE: This publication is available at: <http://www.nws.noaa.gov/directives/>.

OPR: W/CFO2 (D. Murray)

Certified by: W/CFO/CAO (J. Potts)

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SUMMARY OF REVISIONS: This directive supersedes NWSPD 1-5, “*Labor/Management Relations*”, dated October 4, 2006. Changes made to reflect the NWS Headquarters reorganization effective April 1, 2015. Paragraph 8 was added identifying the requirement for all written agreements between NWS and NWSEO are subject to Agency Head Review.

1. The purpose of this policy is to describe the defined relationship between the NWS and its union, and to identify requirements of the relationship.
2. Eligible National Weather Service (NWS) employees are represented by a union, the NWS Employees Organization (NWSEO).
3. NWSEO is the exclusive representative for bargaining unit employees, whether or not they choose to join the union.
4. The relationship between the parties, NWS and NWSEO, is governed by law and by a contract negotiated between the parties. This contract, our “Negotiated Agreement,” is also referred to as a collective bargaining agreement, or CBA.
5. Specific authorities and responsibilities are detailed by law, contract, and associated filings.
6. All NWS management officials are responsible for administering the contract.
7. Managers and NWSEO will follow the Federal Service Labor-Management Relations Statute. The October 25, 2001, *NWS-NWSEO Negotiated Agreement* places an additional requirement on the parties beyond the Statute. Specifically, “[B]oth parties will practice pre-decisional involvement, which is defined as soliciting employee input, through the procedures [outlined in the contract], into decisions which affect them prior to the final decision.” The citation to this specific requirement, generally referred to as the requirement for pre-decisional involvement, does not replace the contractual language. It is included as a reminder to Management, NWSEO, and employees to reference the contract for the rights, obligations, process, and procedures.

8. All written agreements between NWS and NWSEO shall be subject to Agency Head Review. It is a statutorily required process whereby the Secretary or designee shall approve any Bargaining Agreement within 30 days from the date of the agreement is executed if the agreement is in accordance with the provision of 5 U.S.C chapter 71 and any other applicable law, rule, or regulation.

<u>Signed</u>	<u>7/22/16</u>
Louis W. Uccellini	Date
Assistant Administrator for Weather Services	