

**PRESIDENTIAL EXECUTIVE ORDER 13522  
CREATING LABOR-MANAGEMENT FORUMS TO  
IMPROVE DELIVERY OF GOVERNMENT SERVICES**

**FEDERAL BUREAU OF PRISONS LABOR-MANAGEMENT FORUM**

**CORE OBJECTIVES**

In compliance with Executive Order 13522, the Federal Bureau of Prisons Labor-Management Forum (the Forum) is hereby established as a non-adversarial, collaborative, and unique forum for agency officials and Council of Prison Locals C-33 (the Parties) to discuss Bureau operations and to promote satisfactory labor relations to improve the productivity and effectiveness of the Federal Bureau of Prisons. The Parties embrace the following objectives in achieving this:

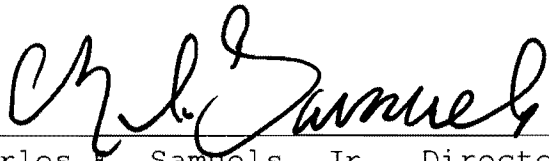
1. The Forum should promote satisfactory labor relations and improve the productivity and effectiveness of the Federal Government.
2. The Forum should help identify problems and propose solutions to better serve the public and agency mission.
3. Employees and their union representatives should have pre-decisional involvement in all workplace matters to the fullest extent practicable, without regard to whether those matters are negotiable subjects of bargaining under 5 U.S.C. § 7106.
4. Management and union officials and participants in the Forum should receive training on the requirements of the E.O., the guiding principles, and tools and processes that could assist with problem-solving and conflict resolution.
5. Labor-Management Forums should evaluate and document, in consultation with union representatives and consistent with the Executive Order, changes in employee satisfaction,

manager satisfaction, and organizational performance resulting from the Labor-Management Forums.

To help achieve these objectives, the Parties have established the following:

1. The Forum will meet at a minimum of three (3) times per year, for three (3) days. The location of the Forum will be determined by the Parties. The cost associated with all Forum meetings will be borne by the Agency. The Director and President, CPL33, will mutually determine the total number of, and actual, participants at each meeting.
2. The Union representatives will consist of at least four (4) Executive Board members during the Forum meetings. The Council of Prison Locals Executive Board will be present as the representatives at the Forum meeting.
3. The Agency representatives will consist of at least four (4) Executive Staff members during the Forum meetings.
4. Documents generated by the Parties will be signed and dated by each Party's designated Chairperson. These documents should be distributed to CEO's of all facilities within the Bureau of Prisons. Appropriate documents from the Forum may be posted on Sallyport.
5. Computer access for the purposes of the Forum will be available to the Parties subject to the constraints of the facility.
6. This Forum should be non-adversarial, collaborative, and unique (as well as an alternative to traditional labor relations meetings) and is intended to improve the management of the Agency. The parties strongly endorse the concept of the Guiding Principles for Labor and Management Forums established under E.O. 13522, and encourage their implementation at the local level. The Parties agree that general communication conveyed during the Forum meetings should be open and honest, with members able to freely express their opinions. In order to foster this process,

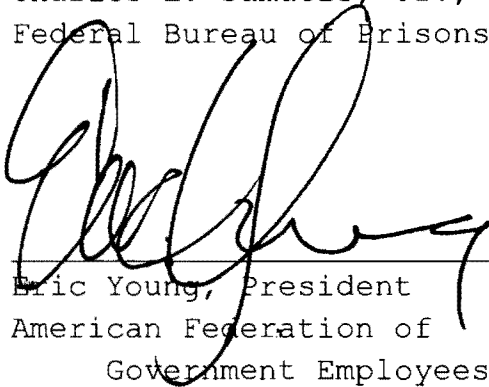
the Parties agree not to use general communication in any administrative or judicial forum.



Charles E. Samuels, Jr., Director  
Federal Bureau of Prisons

1-7-2014

Date Signed



Eric Young, President  
American Federation of  
Government Employees  
Council of Prison Locals 33

1-7-2014

Date Signed