



FLRA NEWS

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FOR IMMEDIATE RELEASE
August 4, 2022

The FLRA and its Recognized Union of Authority Employees Reestablish Internal Labor-Management Forum

The Federal Labor Relations Authority (FLRA) and the Union of Authority Employees (UAE), the exclusive representative of the FLRA's bargaining-unit employees, are pleased to announce they have agreed to reestablish the FLRA's Labor-Management Forum (LMF). The FLRA and the UAE believe that reestablishing the LMF and Pre-Decisional Involvement will benefit the FLRA and its employees, and that it is consistent with both the FLRA's statutory role in providing leadership in federal-sector labor relations and the policies set forth in Executive Order 14003, "Protecting the Federal Workforce."

Pre-Decisional Involvement (PDI) represents activities where employees, through their union (their elected exclusive representative), are given the opportunity to help shape decisions in the workplace that affect their work *before* an agency decides how it will respond. It does not expand the topics mandatorily negotiable under the Federal Service Labor-Management Relations Statute (the Statute). It does, however, suggest that management should be willing to discuss all issues regardless of whether they are considered management rights, where practicable. PDI does not waive management's statutory right to make decisions under section 7106 of the Statute, nor does it waive a labor organization's right to engage in bargaining before implementation to the extent required by the Statute.

The FLRA offers joint training to agencies and unions interested in learning how to create and manage Labor-Management Forums that improve delivery of government services and improve quality of work life. Visit [FLRA.gov/CADRO](https://www.flra.gov/CADRO) or email CADRO@flra.gov for more information. Further, the Office of the General Counsel is developing a video training on Labor-Management Forums which will be available soon in the [FLRA Video Training Library](#).

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The FLRA administers the labor-management relations program for 2.1 million non-Postal federal employees worldwide, approximately 1.2 million of whom are represented in 2,200 bargaining units. It is charged with providing leadership in establishing policies and guidance related to federal sector labor-management relations and with resolving disputes under, and ensuring compliance with, the Federal Service Labor-Management Relations Statute.