

**LABOR-MANAGEMENT PARTNERSHIP
AGREEMENT BETWEEN
U.S. ARMY CORPS OF ENGINEERS, NORTHWESTERN DIVISION
HEADQUARTERS,
AND INTERNATIONAL FEDERATION OF PROFESSIONAL AND
TECHNICAL ENGINEERS, LOCAL 97**

The Northwestern Division Headquarters, U.S. Army Corps of Engineers, and IFPTE Local 97 agree to enter into this PARTNERSHIP AGREEMENT under the authority of Executive Order 12871 subject to the provisions of Chapter 71 of Title 5, United States Code. The parties to this agreement are committed to identifying problems and pursuing solutions that better serve the NWD Headquarters customers and mission. The parties to this agreement are committed to a partnering relationship to foster an organization that works better and is cost effective. The partnership recognizes the stakes and equities of everyone and the need for full participation and the free flow of information from both parties to better serve the NWD Headquarters customers and mission.

NWD managers and union officials will work together as a team, with a common focus. In order to realize its full potential, labor and management at all levels recognize that a sound relationship is built on the following principles:

- **Put the public interest first;**
- **Value and respect all members of the work force;**
- **Identify and focus on common interests and shared problems rather than exclusive rights and conflicting positions;**
- **Bargaining over the subjects set forth in 5 U.S.C. 7106(b)(1).**
- **Share information, to the extent permitted by law, policy, and regulation, freely and openly in the decision-making process, recognizing that informed employees and union involvement adds value to the quality of a decision;**
- **Strive to fully consider all points of view in the decision-making process;**
- **Build trust and treat each other as equals, with respect and appreciation for each party's role and responsibilities; and**
- **Work to sustain the partnership, recognizing that some conflict is inevitable and healthy, but secondary to our common interests.**

Pursuant to this agreement the parties will establish a Partnership Council comprised of the Deputy Commander at the North Western Division (PORTLAND) Headquarters and two management representatives and the President of IFPTE Local 97 and two Union representatives. The Deputy Commander and the President of IFPTE will serve as co-chairs. The Council will strive to achieve all decisions by consensus; when agreement of all Council members cannot be reached, agreement between the co-chairs will be sufficient.


The Council will model the implementation of these principles in the NWD Headquarters (Portland) by:

- Applying them in dealing with each other on matters that affect the NWD Headquarters (Portland) civilian work force as a whole;
- Establishing an executive-level framework for labor-management relations and collective bargaining;
- Improving the efficiency and cost effectiveness of the NWD Headquarters (Portland).
- Implementing quality improvements in accordance with the USACE Strategic Vision and the Northwestern Division Campaign Plan.
- Devising measures of the Council's and organizational performance and evaluating improvements in those measures that result from the Council's efforts.
- Developing and implementing a comprehensive strategy to train management and Union officials in consensual methods of dispute resolution; and,


To accomplish these responsibilities, the Council shall meet periodically, establish procedures for consideration of matters before it, establish ad hoc committees, and take whatever action may be otherwise necessary to achieve the goals and objectives of this agreement, including implementation of decisions.

This Council shall be established and operate in accordance with applicable laws, regulations, policies, and existing collective bargaining agreements. This agreement may be amended at any time by written agreement of the parties.

This agreement does not supersede or replace the Negotiated Agreement between the NWD Headquarters (Portland) and IFPTE Local 97 or provide for the resolution of grievances.



ERIC T. MOGREN
Colonel, EN
Deputy Commander



GORDON N. TAXER
President
IFPTE Local 97

Date 1 June 1998