



DEPUTY SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-1010

APR - 6 2010

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Executive Order 13522 – Labor-Management Forums

On December 9, 2009, the President signed Executive Order 13522, “Creating Labor-Management Forums to Improve Delivery of Government Services,” affirming his commitment to establish labor management forums that foster cooperation between labor and management in federal agencies with a goal of improving government services. I am committed to cultivating and promoting cooperative and productive labor-management relations that will serve as a positive force in supporting the Department’s mission.

Three guiding principles will serve to guide the Department’s actions:

1. DoD’s civilian employees provide critical support to the ongoing war effort and the larger mission of the Department;
2. Collective bargaining rights are important to ensuring a healthy and engaged civilian workforce; and
3. Working with labor representatives in a collaborative manner is key to improving the operations of the Department of Defense.

The Executive Order requires this Department to establish labor management forums. I look forward to these forums being established at the appropriate levels in the Department. They can serve as vehicles to improve the working relationship between managers and employee representatives, as well as getting results and making a difference in the lives of organizations, managers, and employees. Characterized by openness, trust, and cooperation, I believe that labor management forums will pave the way for improving the way the Department does business.

The labor management relationship and environment in the Department will be characterized by openness, mutual cooperation, trust, and respect.

I know I can count on you to establish a culture that values civilian workers in confronting the challenges and opportunities that are facing the Department.



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