



**DEPARTMENT OF THE ARMY**

U.S. Army Corps of Engineers  
WASHINGTON, D.C. 20314-1000

REPLY TO  
ATTENTION OF:

CEHR-D (690-700)

12 February 1998

**MEMORANDUM FOR Commanders/Directors, Major Subordinate Commands,  
Laboratories and Field Operating Activities**

**SUBJECT: Bargaining Relationships with Local Labor Organizations**

1. The purpose of this memorandum is to remind commanders, managers and supervisors of their responsibility to bargain with locally designated union officials regarding changes in personnel policies and practices and other working conditions. This responsibility extends itself not only to local changes but directives or changes originating from higher levels of authority.
2. A labor organization which has been accorded exclusive recognition is the exclusive representative of the employees in the unit it represents and is entitled to act for, and negotiate collective bargaining agreements covering all employees in the unit. An exclusive representative is responsible for representing the interests of all employees in the unit it represents without discrimination and without regard to labor organization membership.
3. The bargaining relationship between the activity and the union is stipulated in the certificate of recognition issued by the Federal Labor Relations Authority. This certificate is normally maintained in the local servicing human resources office. A union has the right to bargain with local activity management over the personnel policies, practices and working conditions of bargaining unit employees. The parameters of this bargaining relationship are outlined in the Federal Service Labor Management Relations Statute, 5 USC 7114.

A handwritten signature in black ink, appearing to read "Joe N. Ballard".

JOE N. BALLARD  
Lieutenant General, USA  
Commanding