



FLRA NEWS

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President Biden Issues Executive Order Promoting Labor-Management Forums

On March 6, 2024, President Joseph Biden issued [Executive Order 14119](#) expanding the use of Apprenticeships and promoting Labor-Management Forums across federal agencies. Regarding Labor-Management Forums, the Executive Order instructs agencies subject to the Federal Service Labor-Management Relations Statute to:

- i. Establish Labor-Management forums by creating joint labor-management committees or councils at the levels of recognition and other appropriate levels agreed to by the employee union and management, or by adapting existing councils or committees if such groups exist, to help identify problems and propose solutions to better serve the public and agency mission;*
- ii. Allow employees and their union representatives to have pre-decisional involvement in workplace matters, including consultation on Registered Apprenticeship recommendations and discussions with management for the development of joint solutions to workplace challenges; and*
- iii. Evaluate and document, in consultation with union representatives and any further guidance provided by (the Office of Personnel Management (OPM)), changes in employee satisfaction, manager satisfaction, and organizational performance resulting from the Labor-Management Forums.*

The Order also requires agency heads with one or more exclusive representatives to submit to OPM a written implementation plan, within 180 days, addressing these requirements. OPM will issue guidance concerning implementation of the Executive Order.

In September 2022, the FLRA released [a training video on Labor-Management Forums](#) educating federal employees, unions, and managers on what Labor-Management Forums are, how they can be integrated into the collective bargaining process using Pre-Decisional Involvement (PDI), and on ways they can improve labor-management relations.



– [Labor-Management Forums](#) –

[The FLRA offers 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/Training](https://www.flra.gov/Training) or email TrainingInfo@FLRA.gov for more information.

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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.