

**National Highway Traffic Safety Administration
Labor-Management Forum**

Purpose: In accordance with Executive Order 13522 on Labor Management Partnerships, the National Highway Traffic Safety Administration (NHTSA) and the American Federation of Government Employees (AFGE), Local 3313, enter into this agreement for the purpose of building a relationship of trust, opening channels of communication and establishing a positive working relationship.

The Parties are committed to work at all appropriate levels to establish and improve effective Partnerships which are designed to ensure a quality work environment for employees, more efficient administration of Agency programs, and improved service to the public.

Scope: The Forum will serve as an oversight committee providing information, advice, and guidance on Agency issues. To the extent permitted by law, the Forum will allow employees and their Union representatives to have pre-decisional involvement in workplace matters to the fullest extent practicable. Such issues may include, but are not limited to, pre-decisional involvement in workplace issues as described under 5 U.S.C. 7106. However, nothing in this Charter shall be construed to impair or otherwise affect the authority granted by law to the parties to this agreement. Also, nothing in this Charter shall be construed to circumvent the rights and obligations set forth in any collective bargaining agreement that may become effective subsequent to the signing of this document.

Objectives: NHTSA's Labor-Management Forum will work towards the following objectives:

- a. Improving NHTSA's ability to deliver high-quality services to the public by addressing: productivity; customer satisfaction and service delivery.
- b. Improving the quality of employee work life by addressing: employee morale; job satisfaction and the relationship between employees and supervisors.

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Membership: NHTSA's Labor-Management Forum will be comprised of ten (10) representatives, five (5) from each Party. The Management representatives will consist of NHTSA's Deputy Administrator, the three (3) SAAs, the Chief Counsel and NHTSA's Labor Relations Specialist. There will also be 3 alternate members for both sides to ensure a quorum. A quorum will consist of at least 3 members from each side, for a total of 6. There will also be a dedicated recorder.

Meetings: NHTSA's Labor-Management will meet three (3) times a year. The duration of the meetings will be determined by the agenda. Emergency meetings may be scheduled by consensus of the members. Meeting materials and agenda will be distributed to the members at least 5 work days in advance of the regularly scheduled meetings. If needed, subject matter experts will be made available at the request of the Forum members. A Facilitator will be provided in order to promote teamwork and collaborative problem solving.

The Chairperson position will be rotated between the Labor Relations Specialist and a Union Representative (e.g., President, NHTSA Vice-President, or Union Stewart).

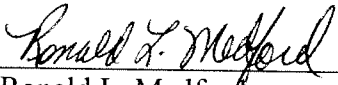
Issues Not to be Discussed at NHTSA's Labor-Management Forum: Any topic covered by provisions of the collective bargaining agreement of any topic that proposes any change in the language of the current agreement. Also, discussions of active grievances are excluded. The Labor-Management Forum is not designed to bypass the grievance procedure or any aspect of the collective bargaining agreement.

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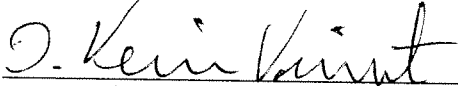
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Dated the 7th day of April 2011

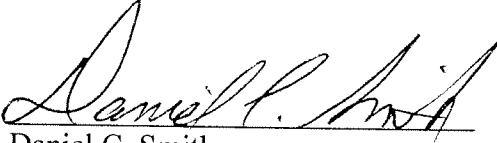
For NHTSA:



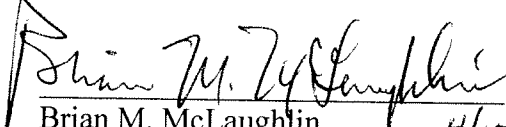
Ronald L. Medford
Deputy Administrator, NHTSA



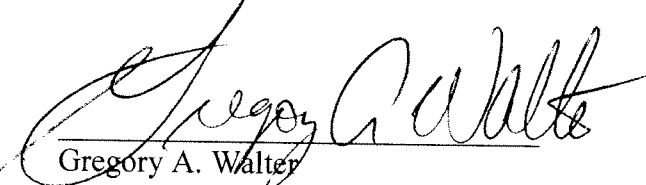
Kevin Vincent
Chief Counsel




Daniel C. Smith
Senior Associate Administrator for
Vehicle Safety



Brian M. McLaughlin 4/15/11
Senior Associate Administrator for
Traffic Injury Control




Gregory A. Walter
Senior Associate Administrator for
Policy and Operations

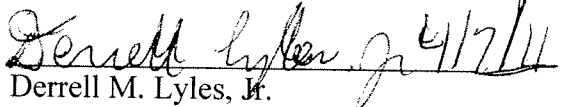


Anna P. Williams 5/5/11
Employee & Labor Relations
Specialist

For Labor:



Antonyio Johnson 4-7-11
President
AFGE Local 3313



Derrell M. Lyles, Jr. 4/7/11
Vice-President, NHTSA
AFGE Local 3313

Agency Rep. Initials APW

Union Rep. Initials ag