

MEMORANDUM

TO: Chief, Employee and Labor Relations Branch
Workforce Relations Division

THROUGH: Director, Workforce Relations Division
Human Capital and Client Services

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FROM: The Assistant Secretary for Management

SUBJECT: Delegation of Authority

I. DELEGATION

Under the authority vested in me by a delegation from the Secretary, delegation control number EA/EM/274, certified on June 6, 2002, I hereby delegate to you, and to anyone serving for you in an acting capacity, full collective bargaining authority and designate you as the Department's National Collective Bargaining Official (NCBO). As such, you may exercise all powers related to collective bargaining under the Federal Service Labor-Management Relations Statute (FSLMRS) 5 U.S.C. Chapter 71, including:

- A. The authority to negotiate, approve and administer labor-management agreements, subject to the Assistant Secretary's concurrence;
- B. The authority to develop labor-management relations policy for the Department;
- C. The authority to decide grievances for which the NCBO is the designated grievance official, to enforce agreements or decisions related to such adjustments, and to file grievances on behalf of management;
- D. After consultation with appropriate officials, the authority to determine the position of the Department in proceedings before third parties under the

FSLMRS, including the authority to initiate such proceedings when appropriate; and

- E. The authority to take other actions for which the NCBO is responsible under a collective bargaining agreement.

II. RESERVATIONS

This authority does not include the authority to act as grievance deciding official on grievances where a collective bargaining agreement provides otherwise.

III. REDELEGATION

This authority may not be redelegated further. You may, however, redelegate appropriate authority to Regional OM officials to enable them to serve as Collective Bargaining Officials for designated areas of the country, or to serve as deciding officials for particular grievances or categories of grievances. You may also redelegate authority to negotiate collective bargaining agreements or settlement agreements on behalf of the Department, or to file grievances on behalf of management. Any redelegation of authority must be in accordance with the ACS Departmental Directive entitled "Delegations of Authority," OM:1-102.

IV. CERTIFICATION AND EFFECTIVE DATE

This delegation is effective upon certification of the Department's Delegations Control Officer and supersedes delegation EM/EMH/376.

Winona H. Varnon
Principal Deputy Assistant Secretary
for Management

Certified Date: 5/3/2012

Departmental Delegations Control Officer: /s/ Bruce Monblatt

Control Number: **EMV/EMHG/394**