



*National Weather Service
Employees Organization*

NWSEO Files Legal Action against OPM Cap on Federal Employee Awards

(August 24, 2011) The National Weather Service Employees Organization has filed an unfair labor practice charge against the Office of Personnel Management alleging that OPM violated federal labor laws by unilaterally capping federal employee awards at 1 percent of the payroll for fiscal year 2012. On June 10, 2011, the OPM and the Office of Management and Budget issued guidance that directed all federal agencies to reduce the amount of monetary awards paid to their employees to no more than 1 percent of each agency's aggregate salaries.

Under the Federal Service Labor Management Relations Statute, OPM is required to notify and consult with federal employee unions who have been granted national consultation rights prior to issuing any government-wide rule or regulation that constitutes an official declaration of policy which apply to the federal civilian workforce as a whole. OPM is required to consider the views and recommendations of unions with consultation rights before issuing such policies. Federal employee unions that represent at least 3,500 employees may be granted national consultation rights. The National Weather Service Employees Organization, which represents forecasters, technicians and other employees of the National Weather Service nationwide, as well as employees in four other organizations in NOAA, was granted national consultation rights in 1987.

The unfair labor practice charge was filed with the Regional Director of the Federal Labor Relations Authority in Washington, DC. The Regional Director will investigate the charge and issue an unfair labor practice complaint against OPM if the FLRA's General Counsel makes a preliminary determination that the Federal labor statute has been violated by OPM's failure to consult with NWSEO.

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