



UNITED STATES  
DEPARTMENT OF THE INTERIOR  
BUREAU OF MINES  
WASHINGTON, D.C. 20240

*File 102*  
*Retain*  
*forever*

CERTIFICATE OF RECOGNITION

The National Federation of Federal Employees Local 1141 is hereby recognized as the EXCLUSIVE representative of that unit of employees which is defined as all ungraded employees exclusive of Foremen II, III, and IV of the Albany Metallurgy Research Center, U. S. Bureau of Mines, Albany, Oregon. This recognition is granted by virtue of the authority delegated to me in 205 DM 8; in accordance with the provisions of Executive Order 10988; pertinent regulations of the U. S. Civil Service Commission; and Part 376 of the Department of the Interior Manual.

Local 1141 is entitled to act for and to negotiate agreements covering all employees of the unit. The local is responsible for representing the interests of all such employees without discrimination and without regard to employee organization membership.

This local shall be given the opportunity to be represented at discussions between management of the Center and other employees or employee representatives concerning grievances, personnel policies and practices, or other matters affecting general working conditions of employees of the unit. The local shall be given advance notice of such discussions whenever possible, and a written notice of any subsequent action by management resulting from such meetings.

It is the mutual obligation of management officials and local 1141 to meet at reasonable times and confer with respect to personnel policies and practices, and matters affecting working conditions, so far as may be appropriate subject to law and policy requirements. Such obligation extends to the negotiation of an agreement, or any question arising thereunder, and the execution of a written employee-management agreement or memorandum of understanding incorporating any agreement reached by the parties, but does not require either party to agree to any proposal or make any concession.

It is the sole responsibility and authority of management officials, within delegated authorities, to determine such matters of discretion and policy as the program activities of the Bureau, its budget, its organization and the numbers and assignments of its personnel, and the technology of performing its work.

This recognition is effective February 1, 1965, and as long thereafter as local 1141 satisfies regulatory criteria for such recognition.



*Jack R. McManus*  
Acting Director

Date: JAN 26 1965