



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

January 29, 2021

Memorandum

To: DOI Human Capital Officers
DOI Human Resources Directors/Officers

From: Jennifer A. Ackerman
Director, Office of Human Capital
Deputy Chief Human Capital Officer

Subject: Rescission of Departmental Policies Impacted by the Executive Order on
Protecting the Federal Workforce

On January 22, 2021, President Biden issued Executive Order 14003 on Protecting the Federal Workforce (EO). The President notes that it is the policy of the United States to protect, empower, and rebuild the career Federal workforce, and to encourage union organizing and collective bargaining. The EO serves to, among other things, revoke the following:

Executive Order 13836 of May 25, 2018 (Developing Efficient, Effective, and Cost-Reducing Approaches to Federal Sector Collective Bargaining)

Executive Order 13837 of May 25, 2018 (Ensuring Transparency, Accountability, and Efficiency in Taxpayer-Funded Union Time)

Executive Order 13839 of May 25, 2018 (Promoting Accountability and Streamlining Removal Procedures Consistent with Merit Systems Principles)

The Presidential Memorandum of October 11, 2019 (Executive Orders 13836, 13837, and 13839)

To comply with the new EO the following Personnel Bulletins (PB) are hereby rescinded effective immediately:

PB 19-15 “Developing Efficient, Effective and Cost-Reducing Approaches to Collective Bargaining and Use of Taxpayer-Funded Union Time,” dated October 17, 2019

PB 20-02 “Authorizing and Monitoring the Use of Taxpayer-Funded Union Time,” dated February 18, 2020

PB 18-07 “Changes to the Departmental Manual 370 DM 752,” dated July 9, 2018

PB 20-18 “Probationary Period Reminder Notices,” dated November 17, 2020

Note that, until further notice, 370 Department Manual (DM) [711](#), Labor-Management Relations (dated November 21, 2011) and [370 DM 752](#), Discipline and Adverse Actions (dated December 22, 2006), remain in effect pending appropriate updates and/or issuance of new regulations, policies or guidance relating to these program areas.

Should you have any questions, please contact Jodi Vargas (Jodi_Vargas@ios.doi.gov) or Megan Castaneda (Megan_Castaneda@ios.doi.gov).