



TELEWORK FACT SHEET

FS 12-04: Labor Agreements and Telework

January 2012

1. Does management have a duty to bargain (negotiate) over telework?

Telework is a condition of employment and a working condition. Therefore, in the majority of cases management would have to fulfill its labor-management obligation to bargain over the creation of or changes to its telework policy.

2. How do existing collective bargaining agreements (CBA) between DOI and labor organizations impact telework policy?

Where an existing CBA contains provisions which conflict with DOI/Bureau policy, the CBA takes precedence over such policy. However, the overall DOI/Bureau policy would not be impacted and would apply to all employees not covered under the CBA.

3. What happens when the Department's policy and the collective bargaining agreement are not consistent?

Our goal is to have a standard DOI-wide approach to telework; however, this is still subject to negotiated agreements with the labor organizations representing DOI employees. If there is inconsistency, follow the negotiated agreement language.