

Executive Order 13839 Promoting Accountability and Streamlining Removal Procedures
Consistent with Merit System Principles
Issued May 25, 2018

Agency Deadlines for Implementation of Key Requirements

Executive Order Section	Agency Action	Deadline
Section 3, Standard for Negotiating Grievance Procedures	Provide an explanation through the Director of the Office of Personnel Management (OPM) to the President after the adoption of any collective bargaining agreement that fails to achieve the goal of excluding from the negotiated grievance procedure the decision to remove an employee from the federal service for misconduct or unacceptable performance.	Within 30 days of the adoption of any collective bargaining agreement
Section 6, Data Collection of Adverse Actions	Provide a report to the OPM Director containing the information identified in section 6 of the Executive Order (EO).	No later than 60 days following the conclusion of each fiscal year (September 30), beginning with fiscal year 2018
Section 7(b)(i), Implementation	Revise discipline and unacceptable performance policies to conform to the principles and requirements of the EO where issuance of final OPM regulations are not required.	Within 45 days of the issuance of the EO
Section 7(b)(i), Implementation	Revise discipline and unacceptable performance policies as necessary to conform to any new final OPM regulations.	Within 45 days of the issuance of any new final OPM regulations
Section 7(b)(ii), Implementation	Renegotiate any collective bargaining agreement provisions that are inconsistent with the EO or any final OPM regulations promulgated pursuant to the EO.	The earliest practicable date permitted by law