



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Friday, April 1, 2016

**MEMORANDUM FOR: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES**

FROM: BETH F. COBERT, ACTING DIRECTOR

Subject: Relationships with Management Organizations

The U.S. Office of Personnel Management's regulations at 5 CFR Part 251 provide a framework for agencies to consult and communicate with management organizations representing Federal employees and with other organizations on matters related to agency operations and personnel management. The purposes of consultation and communication are: (1) the improvement of agency operations, personnel management, and employee effectiveness; (2) the exchange of information; and (3) the establishment of policies that best serve the public interest in accomplishing the mission of the agency.

As stated in 5 CFR §251.201(a), agencies are required to establish consultative relationships with management associations whose membership is primarily composed of Federal supervisory and/or managerial personnel, provided that such associations are not affiliated with any labor organization and that they have sufficient agency membership to assure a worthy dialogue with executive management. Additionally, agency management, supervisors, and managers should be included in the decision-making process and notified of executive level decisions on a timely basis even if individual supervisors and managers are not affiliated with an association of management officials and/or supervisors. Consultative relationships with other non-labor organizations representing Federal employees are discretionary. Finally, 5 CFR §251.101(d) requires that consultation and communication may not take on the character of negotiations or consultations regarding conditions of employment of bargaining unit employees.

These regulations apply to all Federal Executive branch departments and agencies and their officers and employees at all levels. Please take appropriate steps to ensure that your agency is complying with your consultation obligations.

cc: Chief Human Capital Officers, and Human Resources Directors