

**United States Department of the Interior  
Departmental Labor-Management  
Partnership Council**

**2000 Partnership Award**

**Background**

On October 1, 1993, Executive Order 12871, *Labor Management Partnerships*, was signed by President Clinton. The Order was created to encourage and promote the formation of labor-management partnerships in the executive branch. In keeping with the spirit and intent of the Order, on June 17, 1994, the Department of the Interior entered into a Partnership Agreement with the National Federation of Federal Employees (NFFE) and the American Federation of Government Employees (AFGE). The Department Partnership Council (DPC) currently consists of six representatives of the agency, three representatives of NFFE and one representative from AFGE. The DPC strives to build and maintain a cooperative working relationship to better accomplish the DOI mission. The partnership is guided by principles such as commitment, trust, mutual respect, fairness, responsibility and understanding. One of the many goals of the DPC is to promote the establishment of effective Partnership Committees throughout the Department.

**The Award**

The Department of the Interior, Departmental Partnership Council, Partnership Award was established to recognize and promote successful partnerships throughout DOI. The partnership's contributions discussed in the award nomination must have been made, or results achieved, from October 1993 through July 1, 2000. *The partnership's accomplishments must include at least some portion of Fiscal Year 1999.* Awards will be given in the following categories:

- *Partnership of the Year (1 award)*
- *Significant Achievements in Partnership (up to 3 awards)*

**The Selection Process**

All nominations for the 2000 Partnership Award must be received by July 31, 2000. Nominations will be reviewed by the Departmental Partnership Council and awardees will be selected by the Council. Announcements of the winners will be made late summer/early fall, and an award ceremony will take place shortly thereafter.

### The Application

Please use the attached application form to submit nominations. Nominations must be signed by both the labor and management representative for the exclusive recognition where the partnership exists. Information provided regarding results achieved should be as specific as possible. For example, if the partnership has resulted in cost savings please indicate how much savings has been realized and in what areas.

An original nomination, signed by both a union and management representative, and **three copies** should be submitted to:

Departmental Partnership Council  
c/o John G. Combs  
Office of Personnel Policy  
Department of the Interior  
1849 C Street, NW Mailstop 5221  
Washington, D.C. 20240

### Criteria

The Departmental Partnership Council will select partnerships based on the following criteria:

1. The significance of its contribution. For example:
  - improved customer service
  - increased productivity
  - saved or avoided costs
  - reduced grievances, unfair labor practice charges or other complaints
  - enhanced employee morale or quality of work life
  - improved program management under the Government Performance and Results Act of 1993
  
2. The success of the partnership in communicating its achievements and in sharing information that:
  - brings all employees into the unit's decision-making process
  - helps employees understand the mission, goals and objectives of the agency
  - fosters employee support for organizational decisions
  
3. The degree to which the achievement or contribution shows promise or usefulness to other partnerships.

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**2000 Partnership Award - NOMINATION FORM**

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1. Name of organizational unit and union(s) whose partnership is being nominated:

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2. Period of performance covered (month/year):

From:

To:

***The partnership's accomplishments must include at least some portions of Fiscal Year 1999.***

3. Please provide a list of the names of all individuals in the partnership being nominated, as they should appear on a plaque or certificate. Please attach an additional sheet if necessary.

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4. Joint information:

A. Management Representative:

Name/Title:  
Bureau/Organization:  
Address:

Phone Number:  
Fax Number:

Signature:

B. Union Representative:

Name/Title:  
Bureau/Organization:  
Address:

Phone Number:  
Fax Number:

Signature:

## Nomination Form

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5. Please describe in detail the contributions or achievements, and the significance of these contributions or achievement, for which the partnership is seeking recognition (i.e., improved customer service; increased productivity; saved or avoided costs; reduced grievances, unfair labor practice charges or other complaints; enhanced employee morale or quality of work life; improved program management under the Government Performance and Results Act of 1993).  
*Use additional sheets as necessary.*

5a. What was the single most important achievement of the partnership?

## **Nomination Form**

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6. How has the partnership been successful in communicating its achievements and in sharing information that (1) brings all employees into the unit's decision-making process (2) helps employees understand the mission, goals and objectives of the agency and (3) fosters employee support for organizational decisions? How does the partnership communicate its objectives and achievements to interested parties?

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7. What, if any, measurement tool(s) have you used to evaluate the partnership's success? Using these measures, please evaluate the partnership.

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8. To what extent, if any, would your partnership's contributions or achievements be useful to other partnerships? How?

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- \*\* Also, please attach any relevant supporting documentation, including information on:
- Cost savings, cost avoidance, increased productivity or improved customer service as a result of partnership
  - Evaluation or measurement of outcomes, results or success
  - The partnership's communication strategy both internally (among labor, management and employees) or externally (with customers and the public) if applicable