

Argonne National Laboratory Prime Contract**Appendix A: Personnel Appendix**

Last revised: September 29, 1999

II. LABOR RELATIONS**A. Bargaining Climate**

The Laboratory agrees to develop and implement labor relations policies that will promote orderly collective bargaining relationships, equitable resolution of disputes, efficiency and economy in operations, and the judicious expenditure of public funds.

B. Discussion Of Bargaining Objectives

The Laboratory shall meet with the Contracting Officer or designee(s) for the purpose of developing mutually agreed upon bargaining objectives respecting any significant change in existing labor agreements which can be calculated to significantly affect allowable costs under this contract or which could involve other items of special interest to the Government. The Laboratory will consult with the Contracting Officer during the course of negotiations with labor unions, and during the term of resultant contracts, on economic issues and other matters that have a potentially significant impact on work rules, make-or-buy decisions, or other matters that may cause a significant deviation from past customs or practices.

C. Notification Of Labor Activity

The Laboratory shall keep the Contracting Officer advised of significant developments during any negotiations and shall promptly advise (within 24 hours) the Contracting Officer of labor relations developments which involve or appear likely to include such matters as:

Possible strike situations or other job actions affecting the continuity of operations.

Formal action by the National Labor Relations Board or the National Mediation Board (copies of the Board correspondence shall be provided to the Contracting Officer).

Recourse to procedures under the Labor-Management Relations Act of 1947, as amended, or any other Federal or State law.

Any grievance that is potentially precedent setting or of anticipated high cost scheduled for arbitration under a collective bargaining agreement that has the potential for significant economic or other impact.

Any significant issues that may involve review by other Federal or State agencies.

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D. Allowable Costs

Costs of wages and fringe benefits to employees represented by collective bargaining units, not in excess of those provided in the Collective Bargaining Agreements, are allowable. All other reasonable costs, such as expenses relating to the grievance process, arbitration and arbitration awards and other costs and expenses incurred pursuant to the provisions of the Collective Bargaining Agreements and revisions thereto, listed in Exhibit II are also allowable.

E. Reports

The Laboratory will provide the Contracting Officer with a settlement summary within 30 to 60 calendar days after formal ratification of the collective bargaining agreement, using the "Report of Settlement" form. The Laboratory shall also submit no later than January 15th of each year of this contract, an annual Collective Bargaining Agreement Calendar.