# POSITION DESCRIPTION

# member, Federal Labor Relation Authority

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| **OVERVIEW** |
| Senate Committee | Homeland Security and Governmental Affairs |
| Agency Mission | The FLRA administers the labor-management relations program for 2.1 million non-postal federal employees worldwide, approximately 1.2 million of whom are represented in 2,200 bargaining units. It is charged with providing leadership in establishing policies and guidance related to federal sector labor-management relations and with resolving disputes under, and ensuring compliance with, the Federal Service Labor-Management Relations Statute (5 U.S.C. §§ 7101-7135).[[1]](#endnote-1) |
| Position Overview | The FLRA members provide leadership in establishing policies and guidance relating to matters under the Federal Service Labor-Management Relations Statute. |
| Compensation | Level V $145,700 (5 U.S.C. § 5316)[[2]](#endnote-2) |
| Position Reports to | The FLRA is an independent federal agency. |
| **RESPONSIBILITIES** |
| Management Scope | In fiscal 2015, the FLRA had $26 million in budget outlays and 140 employees.[[3]](#endnote-3) It is composed of three full-time members appointed by the president with the advice and consent of the Senate.[[4]](#endnote-4) The member typically supervises an immediate staff of six to eight employees, most of whom are attorneys or labor relations specialists. |
| Primary Responsibilities | In collaboration with the other two FLRA Members, the member and his/her staff typically draft binding written decisions that:* Provide leadership and precedent in establishing policies and guidance relating to matters under the Federal Service Labor-Management Relations Statute
* Resolve disputes over the negotiability of proposals made in collective bargaining
* Decide whether conduct alleged in a complaint constitutes an unfair labor practice
* Resolve exceptions to grievance arbitration awards
* Review the decisions of regional directors in representation disputes over union elections and unit determinations
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| Strategic Goals and Priorities | [Depends on the policy priorities of the administration] |
| **REQUIREMENTS AND COMPETENCIES** |
| Requirements | * Not more than two of the three members may be adherents to the same political party
* No member shall engage in any other business or employment or hold any another office or position in the government of the United States except otherwise provided by law
* Members are appointed for five-year, staggered terms and may be removed by the president only upon notice and hearing and only for inefficiency, neglect of duty or malfeasance in office
* An individual chosen to fill a vacancy shall be appointed for the unexpired term of the member replaced
* One member is designated by the president to serve as chairman, who acts as the agency's chief executive and administrative officer[[5]](#endnote-5)
* Subject matter expertise (preferred)
* Experience in federal labor law and/or federal labor relations (preferred)
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| Competencies | * Collegial with good collaboration, communication and interpersonal skills given that the member will be working with other members of the Authority
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| **PAST APPOINTEES** |
| Patrick Pizzella (2013 to 2017): Assistant Secretary, Chief Information Officer and Chief Human Capital Officer, Office of the Assistant Secretary for Administration and Management, Department of Labor, George W. Bush Administration; Member, Board of Directors, Overseas Private Investment Corporation; Chief of Staff to the Director, Office of Personnel Management[[6]](#endnote-6) |
| Carol Waller Pope (2000 to 2017): Office of the General Counsel of the FLRA in various positions, including Assistant General Counsel; Attorney in the Department of Labor[[7]](#endnote-7) |
| Ernest W. DuBester (2009 to 2013): Mediator, Mediation, National Mediation Board; Professor and Director, Dispute Resolution Program, School of Law, George Mason University; Professor, Columbus School of Law, The Catholic University of America[[8]](#endnote-8) |
| Dale Cabaniss (2001 to 2008): Chairman, Foreign Service Labor Relations Board, Federal Labor Relations Authority; Professional Staff Member, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies, Committee on Appropriations, U.S. Senate; Chief Counsel, Committee on Post Office and Civil Service, U.S. Senate[[9]](#endnote-9) |

1. https://www.flra.gov/about [↑](#endnote-ref-1)
2. The Consolidated Appropriations Act, 2017 (Public Law 115-31, May 5, 2017), contains a provision that continues the freeze on the payable pay rates for certain senior political officials at 2013 levels during calendar year 2017. [↑](#endnote-ref-2)
3. Leadership Directories: https://lo.bvdep.com/OrgDocument.asp?OrgId=-1&LDIBookId=19&LDIOrgId=154984&LDISecId=201&FromRecent=0&Save=1&Position=-1#O154984 [↑](#endnote-ref-3)
4. OPM [↑](#endnote-ref-4)
5. OPM [↑](#endnote-ref-5)
6. Leadership Directories: https://lo.bvdep.com/PeopleDocument.asp?PersonId=-1&LDIPeopleId=448876&Save=1 [↑](#endnote-ref-6)
7. https://www.flra.gov/system/files/webfm/FLRA%20Agency-wide/Public%20Affairs/Press%20Releases/Press%20Release%20-%20Authority%20Chairman%20and%20Members.pdf [↑](#endnote-ref-7)
8. Leadership Directories: https://lo.bvdep.com/PeopleDocument.asp?PersonId=-1&LDIPeopleId=628519&Save=1 [↑](#endnote-ref-8)
9. Leadership Directories: https://lo.bvdep.com/PeopleDocument.asp?PersonId=-1&LDIPeopleId=443925&Save=1 [↑](#endnote-ref-9)