

# COLLECTIVE BARGAINING SCOPE

## Management Has Duty to Collectively Bargain All Conditions of Employment (§7103(a)(14)):

1. **Excep.** pol. activities, classification, or statute (§7103(a)(14)(A)-(C))
2. **Excep.** mission, budget, org., nos. of employees, security, hire, assign, direct, layoff, return, suspend, remove, reduce in pay, discipline, assign work, contract out, determine personnel, select, and emergencies (§7106(a))
  - **Counter Excep.** impact and implementation (procedure) (§7106(b)(2))
  - **Counter Excep.** appropriate arrangement (§7106(b)(3))
3. **Excep.** nos., types, and grades and technology, methods, and means of performing work (§7106(b)(1))
  - **counter excep.** USDA order electing to negotiate
  - **Counter Excep.** impact and implementation (procedure) (§7106(b)(2))
  - **Counter Excep.** appropriate arrangement for adversely affected employees (§7106(b)(3))
4. **Excep.** Nat'l or local contract rights waiver
5. **Excep.** Gov't-wide rule or regulation in conflict (§7117(a)(1))
6. **Excep.** Agency rule or regulation in conflict for which Agency proves compelling need exists (i.e. rule/reg. essential) (§7117(a)(2))