

ARTICLE 2: STATEMENT OF POLICY AND PURPOSE

- 2.1 The Parties agree to mutually establish and maintain a work environment that ensures the integrity of the Federal Service, promotes the most effective and efficient delivery of Agency programs and services, protects the interests of American taxpayers, promotes good workmanship and the principles of good management, protects human dignity, assures equal and fair treatment of employees, and promotes a work experience for all employees that is personally challenging, rewarding, and that provides equal opportunity for professional growth and success.
- 2.2 Employees and managers shall conduct themselves in a professional and business-like manner, characterized by mutual courtesy and consideration in their day-to-day working relationship.
- 2.3 The Parties, especially Union representatives and first-line supervisors, are encouraged to meet as necessary to informally discuss and attempt resolution of matters or problems of concern to either party, including, but not limited to, employees' concerns or dissatisfactions and problems of Agreement interpretation and administration. Such discussions reinforce the Parties' commitment to resolve differences at the earliest opportunity.
- 2.4 It is the intent of the Parties to establish procedures to accommodate the Union's legitimate need to perform representational activities specified in this Agreement and as permitted by law. It is also the intent of the Parties to accommodate the Employer's legitimate interest in ensuring no unreasonable disruption of the Employer's ability to carry out its critical day-to-day operation and perform its overall mission.
- 2.5 The Parties agree that the process for resolution of grievances and complaints shall be orderly, expeditious, professional, and consistent, so as to maintain the self-respect of the Parties and follow principles of good management and public interest.
- 2.6 The definitions of all terms in this agreement shall be consistent with definitions of identical terms contained in the Foreign Service Act of 1980, (hereinafter referred to as "the Act"), Chapter 10, Labor-Management Relations, Section 1002, as amended, or other relevant provisions of law, as applicable, unless otherwise specified in this Agreement.