



United States Department of the Interior

BUREAU OF RECLAMATION
Mid-Pacific Region
Klamath Basin Area Office
6600 Washburn Way
Klamath Falls, OR 97603-9365

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MEMORANDUM

To: Todd Pederson
President, NFFE IAM Local 951

From: Jason Phillips
Area Manager, Klamath Basin Area Office

Subject: Organizational Change

Summary: After careful consideration and research, Klamath Basin Area Office (KBAO) management has determined that retaining a fisheries group function is no longer practical for the Area Office.

Reason for Organizational Change: Long-term solutions to reverse the trend of species decline in the Klamath Basin starts with sound science. This science must identify key causes for a decline, include practical solutions to increase healthy populations, and most importantly be seen as reputable by stakeholders. The Department of Interior's strategic plan includes two critical goals related to this: "GOAL #1: Ensure the Quality and Relevance of Science Products to Partners and Customers" and "GOAL #2: Provide Science for Sustainable Resource Use, Protection, and Adaptive Management". The Department's strategic plan highlights U.S. Geological Survey (USGS) as a widely-used scientific data provider for accessing and improving the understanding of information to aid in the resolution of complex natural resource problems across the Nation and around the world. The local USGS office is currently pursuing scientific studies of Klamath Basin species and possesses both the resources and expertise to implement research and data collection activities for all Department agencies. Some of these efforts are already being funded by KBAO. Stakeholders in the Klamath Basin, including tribes, other agencies, and interest groups, view studies performed by USGS and other scientific entities, such as universities, as credible. Unfortunately, this is not the case of the scientific studies carried out by KBAO. Many perceive our efforts as inherently biased considering that in some cases the Klamath Project contributes to species decline. There's a concern that KBAO will not consider these effects objectively and that in some cases we are simply carrying out studies to contradict the science of other agencies and tribes. For these reasons, on-going and future studies of endangered species in the Klamath Basin will be more effectively carried out by other scientific agencies.

Projected Implementation: Management will, to the maximum extent possible, eliminate positions only after becoming vacant through attrition or reassignment. Management will notify the Union of its decisions throughout the duration of this process. As an alternative to a reduction-in-force (RIF), it is management's intention to reassign Fisheries Branch employees to other vacant positions if and when such opportunities exist. Once an employee vacates a Fisheries Branch position it will be eliminated. This effort to avoid a RIF is consistent with Article 34 (b) of the negotiated agreement between the Bureau of Reclamation Mid-Pacific Region and National Federation of Federal Employees, Local 951, dated January 24, 2006. Additionally, at any time during this process, Management will provide the Union with notice and afford them an opportunity to bargain over aspects of a change that are within the Union's duty to bargain, i.e. the impact and implementation of the exercising of a management right (such as a reassignment) or the substance of issues that do not involve the exercising of a management right. Should the union request bargaining (and it is within their duty to bargain) Management will respond accordingly.

Schedule: Because there are currently several vacant positions and some soon to be within KBAO, management expects most reassignment actions to occur within fiscal year 2013. However, it is possible that implementation could continue into fiscal year 2014, if necessary.

Formal Discussion: Management intends to formally meet with all KBAO employees on November 13, 2012, at 2:00 p.m. in KBAO's Main Conference room, on the planned changes regarding the Fisheries Branch. Employees will be notified that no RIF's are projected and changes will occur throughout the year as positions become available for reassignment. Notification will not include specific projected actions at this point. As such, Management is formally inviting the Union to attend this meeting.