

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY,  
DEPARTMENT OF DEFENSE DEPENDENT SCHOOLS**

**AND**

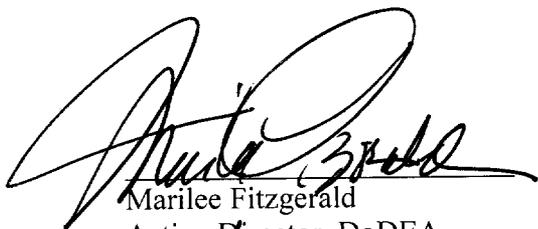
**FEDERAL EDUCATION ASSOCIATION**

**Memorandum of Understanding for Implementing Pre-Decisional  
Involvement**

The Department of Defense Education Activity (DoDEA), Department of Defense Dependent Schools (DoDDS), and the Federal Education Association (FEA) hereafter referred to as the "parties," hereby agree to create and maintain a cooperative culture of labor management relations to achieve the highest quality services to DoDDS students by implementing pre decisional involvement (PDI) in the FEA's DoDDS bargaining units, consistent with the requirements of Executive Order 13522 (E.O. 13522).

- a. The parties agree to establish a culture of labor-management collaboration and use pre-decisional involvement (PDI) to jointly develop solutions, consistent with the requirements of Executive Order 13522 (E.O. 13522), in the existing DoDDS labor-management structures and processes in the FEA's DoDDS bargaining units.
  - b. In accordance with E.O., the parties agree to use PDI consistent with the requirements of E.O. 13522, and consistent with guidance from the National Council on Federal Labor-Management Relations.
  - c. The parties agree to jointly define PDI at the FEA-DoDDS National Level and will sign a binding memorandum of understanding (MOU) delineating the PDI process in the FEA's DoDDS bargaining units. The PDI process will begin with the issuance of concept papers on workplace matters by either DoDEA or FEA, followed by the expeditious exchange and discussion of information by the parties, in accordance with the MOU.
  - d. The parties will undergo joint training on PDI, interest based bargaining and problem solving techniques for labor and management representatives at all levels of the FEA's DoDDS bargaining units.
  - e. The parties agree to hold information of a very sensitive and proprietary nature in strict confidence and will not use it to the detriment of either party.
  - f. The parties agree that PDI does not waive management's statutory right to make decisions under 5 USC Section 7106, nor does it waive the FEA's right to engage in traditional bargaining prior to implementation to the extent required by 5 USC Section 7106.
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- g. The parties agree that once PDI is completed, the union and management must still adhere to the requirements of applicable law, rule and regulation as well as the parties' Collective Bargaining Agreement.



Marilee Fitzgerald  
Acting Director, DoDEA

Date Sept 30, 2010



Michael Priser  
President, FEA

September 30, 2010