

Management Rights

(Title 5 USC, Ch 71, Sec. 7106)

Management has the right to:

- determine the mission, budget, organization, staffing levels and internal security practices of the agency;
- hire, assign, direct, lay-off, retain, suspend, remove, demote, or take other disciplinary actions against employees;
- assign work (this includes whether to contract the work out or decide what agency personnel will perform the work);
- make job selections from
 - Among properly ranked and certified candidates for promotion; or
 - Any other appropriate source;
- take whatever actions may be necessary to carry out the agency mission during emergencies;

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Management has the right to negotiate

- at the agency's election,
 - on the numbers, types & grades of employees or positions assigned to any organizational subdivision, work project, or tour of duty
 - On the technology, methods & means of performing work;
- Procedures which management officials will observe in exercising any authority under Title 5 USC, Ch 71, Sec. 7106; or
- Appropriate arrangements for employees adversely affected by the exercise of any authority under Title 5 USC, Ch 71, Sec. 7106