

Argonne National Laboratory Prime Contract**Appendix A Advance Understandings on Human Resources**

Last revised: August 15, 2012

SECTION VI - LABOR RELATIONS**a. Labor Management**

The Contractor is authorized to enter into and administer its labor agreements in accordance with their negotiated terms subject to the provisions below:

1. The Contractor will seek to maintain harmonious bargaining relationships that reflect a judicious expenditure of public funds, equitable resolution of disputes and effective and efficient bargaining relationships consistent with the requirements of FAR, Subpart 22.1 and DEAR, Subpart 970.2201 and all applicable Federal and State Labor Relations laws.
2. The Contractor will notify the Contracting Officer or designee in a timely fashion of all labor relations issues and matters of local interest including organizing initiatives, unfair labor practice, work stoppages, picketing, labor arbitrations, and settlement agreements.
3. The Contractor will furnish reports as may be required from time to time by the Contracting Officer.

b. Collective Bargaining.

Costs of fringe benefits and wages paid to employees under collective bargaining agreements are allowable. All other reasonable costs and expenses, such as expenses relating to the grievance process, arbitration and arbitration awards, and other costs and expenses incurred pursuant to applicable collective bargaining agreements and revisions thereto, are also allowable.