EXECUTIVE DEPARTMENT
DOVER

EXECUTIVE ORDER
NUMBER THIRTY

RE: STATEWIDE LABOR-MANAGEMENT COMMITTEE

WHEREAS, the policy of the State is to promote harmonious and cooperative
relations among the State, its employees, and the labor organizations that represent many
State employees for collective bargaining and other related purposes; and

WHEREAS, labor-management cooperation contributes to improvements in
public services and promotes cost and operational efficiencies in a manner beneficial to
both the public and State employees; and

WHEREAS, a broad, Statewide approach to issues of mutual interests that
transcend individual State agencies and labor organizations and traditional labor and
management institutions and structures, is necessary to successfully meet the changing
workplace and challenges of the twenty-first century; and

WHEREAS, forums designed to promote shared commitments, the quality of
work life, service-oriented partnerships and means of accommodating internal differences
of interests between labor and management must, of necessity, include the participation
and voice of non-unionized employees;

NOW, THEREFORE, I, RUTH ANN MINNER, by virtue of the authority vested
in me as Governor of the State of Delaware do hereby declare and order, this 23rd day of
March, 2002, as follows:

1. The Statewide Labor-Management Committee ("LMC") is hereby reestablished
and reconstituted.
2. The LMC shall consist of up to thirty-two (32) members. Membership of the LMC shall be fixed so as to ensure representation of labor organizations, non-union employees, and management. Up to fourteen (14) members shall represent labor organizations that have been elected by State employees as their exclusive representative for collective bargaining and related purposes pursuant to The Public Employment Relations Act (19 Del. C. Chapter 13). Such members shall be recommended by labor organizations, and appointed by the Governor to serve at the pleasure of the Governor. Up to fourteen (14) members shall represent the State as the employer and its agencies. Such members shall be appointed by the Governor and shall serve at the pleasure of the Governor. Up to four (4) members shall be non-unionized State employees. Such members shall be jointly recommended to the Governor by the Co-Chairs of the LMC, and appointed by the Governor to serve at the pleasure of the Governor.

3. There shall be two Co-Chairs of the LMC, one a Labor Member and the other a Management Member. The Labor Co-Chair shall be selected by the Labor Members. The State Personnel Director shall serve as the Management Co-Chair.

4. The LMC shall review all proposed changes to the Merit Rules, and shall consider such other aspects of public employment within the State of Delaware with the goal of producing and promoting service-oriented partnerships in the public interest, the quality of work life, and other ventures designed to benefit the public, the State and its employees.

5. The LMC shall develop written Operational Guidelines that specifically address its mission, structure, responsibilities, procedures and obligations. Such Guidelines shall be approved by a consensus of the LMC members.

Attest:

[Signature]
Governor

[Signature]
Secretary of State

[Signature]