EMPLOYEE RELATIONS
The Intermountain Region Employee Relations Team works as a resource for supervisors when dealing with employee conduct and performance issues. We provide the full complement of employee relations services to management officials of all levels. We accomplish this by offering advisory services regarding the following:

- Corrective and disciplinary actions related to employee misconduct
- Unacceptable or marginal performance matters
- Administrative grievances
- Office of Inspector General (OIG) Hotline complaints
- Assistance with Equal Employment Opportunity (EEO) complaints, Conflict Management Prevention (CMP) mediations/Alternative Dispute Resolution (ADR), and Merit Systems Protection Board (MSPB) appeals

Employee Relations partners with a variety of organizational entities including Labor Relations, Human Resources, Civil Rights, Conflict Management, Agency Attorneys, and the local Union to promote a positive workforce.

LABOR RELATIONS
Labor Relations assists management in carrying out their responsibilities in administering the Collective Bargaining Agreement (Master Agreement), which includes negotiations, grievances, and unfair labor practices. Labor Relations coordinates with employee relations, agency attorneys, civil rights, and conflict management to foster a diverse workplace.

Labor Relations oversees and ensures national agreements go well beyond the scope of traditional collective bargaining agreements to cover not only wages, benefits, and working conditions, but also workforce and community health, workforce planning and development, performance improvement, and union and organizational growth. Labor Relations has leveraged that strength in many ways over the years.

Labor Relations has met the goals set forth in our agreements since the beginning: to improve the quality of work life, enhance competitive performance, provide employees with employment and income security, and create a preferred place to work environment.
EMPLOYEE/LABOR RELATIONS PRACTITIONERS
Employee/Labor Relations is an exciting, often fast-paced career field. ER/LR practitioners provide essential support and advisory service to all levels of management within the organization and constantly need to promote consistency, equality, and diversity, and consider legal risks and changes in employment legislature. Issues presented to ER/LR practitioners are often complex and challenging, thus providing a large scope of learning opportunities on a daily basis. The federal government is a wonderful place to enter into this career field.

CONTACT
INTERMOUNTAIN REGION
Regional Forester - Nora Rasure
Dep. Regional Forester - David Rosenkrance
Employee Relations Supervisor
Vivian G. Cumins
801-625-5322
Labor Relations Specialist
Albert Martinez
801-625-5283
324 25th Street
Ogden, UT 84401