

National Labor Relations Board

Sustainability Report and Implementation Plan 2019

National Labor Relations Board 2019 Sustainability Performance Plan

The National Labor Relations Board (NLRB) is an independent federal agency that enforces the National Labor Relations Act, which guarantees the right of most private sector employees to organize, to engage in group efforts to improve their wages and working conditions, to determine whether to have unions as their bargaining representative, to engage in collective bargaining, and to refrain from any of these activities. It acts to prevent and remedy unfair labor practices committed by private sector employers and unions.

The NLRB is committed to fostering a clean energy economy and to improving the environment by conducting operations in a sustainable and environmentally responsible manner.

The NLRB, which has 50 offices throughout the United States, continues to reduce its environmental footprint through these strategic priorities:

- Reductions in leased space
- Reduction in fleet vehicles
- Increased employee telecommuting
- Increased use of its electronic case document handling

Reduction in Leased Space

The NLRB leases all its space through the General Services Administration (GSA), which is responsible for addressing facility-related sustainability goals, such as heating, cooling, electricity, and water consumption.

The NLRB regularly reviews the space requirements of its headquarters facility and 49 field offices to ensure the effective use of space. Staffing levels and telecommuting rates are factors in determining the appropriate size of office spaces. As much reference material is now on-line, libraries are being eliminated from new office plans.

The NLRB total leased space continues to decrease. In FY2014, the agency leased 844,897 square feet. In FY2019, total lease space was 729,611 square feet—a 14% reduction.

Reduction in Fleet Vehicles

The NLRB's 17 fleet vehicles are distributed throughout selected field offices and utilized to meet with private sector employees and employers. They provide transportation to election and hearing sites. Agency employees also use the vehicles to provide service to clients who are unable to come into the agency's field offices due to geographic location. Every NLRB fleet vehicle has its usage analyzed every year. Vehicles that do not meet our vehicle allocation methodology (VAM) minimums of miles driven or number of trips, are returned to GSA. GSA provides the agency with all its leased vehicles, many of which are low greenhouse gas emission vehicles.

As a result, the NLRB's fleet inventory continues to decrease, from 36 vehicles in FY2015 to 18 vehicles in FY2019—a 50% drop.

Telecommuting

The NLRB continues to increase its telecommuting program with over 90% of employees able to participate. The Division of Administration initiated a program in which eligible employees may telecommute up to four days per week.

Electronic Case Handling

The NLRB continues to increase use of its electronic case document handling system, which eliminates copying and document delivery costs. NLRB has an electronic document program that allows constituents to electronically file documents with the agency, eliminating their printing, postage, and transportation costs.

In FY2018, the NLRB received 79,293 and delivered 4,148 electronic documents.