

**PERSONNEL APPEALS BOARD
U.S. GOVERNMENT ACCOUNTABILITY OFFICE
WASHINGTON, D.C.**

In the Matter of)	
)	
GAO EMPLOYEES ORGANIZATION, IFPTE)	
(Petitioner/Labor Organization))	
-And-)	No. LMR-07-01
)	
U.S. GOVERNMENT ACCOUNTABILITY OFFICE)	
(Agency))	<u>July 23, 2007</u>

CONSENT ELECTION AGREEMENT

Following the filing of a Petition under the Regulations of the Personnel Appeals Board (PAB or Board) (4 C.F.R. Part 28, Subpart E), and consistent with 31 U.S.C. Chapter 7, the parties to this Agreement AGREE AS FOLLOWS:

1. SECRET BALLOT – An election by secret ballot will be conducted under the supervision of the Personnel Appeals Board among the employees of the Government Accountability Office (GAO) identified in this Agreement. The purpose of the election is to determine whether those employees desire to be represented for purposes of exclusive recognition by the GAO Employees Organization, IFPTE. The election will be in accordance with 31 U.S.C. Chapter 7, the regulations of the Personnel Appeals Board, and all procedures and policies of the Personnel Appeals Board.

2. ELIGIBLE VOTERS – The eligible voters will be those employees included within the described unit, who were employed during the indicated payroll period.

Employees who are no longer employed at GAO as of the election date are ineligible to vote.

3. NOTICE OF ELECTION – The Board will prepare a Notice of Election setting forth the details and procedures for the election. The Notice will include a sample ballot. GAO shall post the Notice of Election electronically on its intranet.

4. OBSERVERS – Each party is entitled to an equal number of authorized observers. These observers will assist in the conduct of the election and will have the right to challenge for good cause the eligibility of voters. They will also certify the tally. Observers will be selected by the parties in accordance with 5 C.F.R. Section 2422.23(h).

5. TALLY OF BALLOTS – After the election, the votes will be counted and tabulated by the designated Board agent(s). Upon conclusion of the counting, the Executive Director of the PAB will serve a Tally of Ballots within five (5) working days after the votes have been tallied in accordance with the attached form. The Executive Director will issue a certification of results of the election or a certification of representative, where appropriate.

6. OBJECTIONS, CHALLENGES, INVESTIGATIONS AND DETERMINATIONS – The parties may file objections to the procedural conduct of the election or to conduct which may have improperly affected the results of the election. Objections must be filed and received by the PAB within five (5) working days after the Tally of Ballots has been served. Copies of objections and their basis shall be served on the other party by the filing party. A statement of service will be filed with the PAB. The filing must be timely whether or not challenged ballots are sufficient in number to affect the results of the

election. Within ten (10) working days of the filing of the objections, the objecting party will file with the PAB evidence, including signed statements, documents and other material supporting the objections. The objecting party bears the burden of proof at all stages of the proceeding regarding all matters alleged in its objections. The investigation and determination of objections and challenged ballots will be in accordance with 5 C.F.R. §2422.27.

7. WORDING ON THE BALLOT – The name of the organization that will appear on the ballot is “GAO Employees Organization, IFPTE,” and the choice will be “Yes” or “No.”

8. ELIGIBILITY PERIOD FOR PARTICIPATING IN THE ELECTION – Payroll period ending July 21, 2007.

9. LIST OF ELIGIBLE VOTERS – A list will be provided by GAO on or before July 27, 2007, to IFPTE, with a copy to the Board.

10. DATE, HOURS AND PLACE OF ELECTION – Election is scheduled for September 19, 2007 in the Bid Protest room at the GAO Headquarters building, 441 G St. NW, Washington DC, from 6:00 am to 7:00 pm. GAO employees seeking to vote are required to present either their GAO identification or a valid driver's license.

11. ABSENTEE BALLOTS. Employees are eligible to vote by absentee ballot if they make an appropriate showing of unavailability on the election date, *e.g.*, approved leave or travel status. Absentee ballots shall be issued on August 28, 30, September 4, 6, 11, 13, 18, 2007 from 11:00 a.m. to 1:00 p.m. in an area to be designated by the Board. An absentee ballot must be cast on the same date that it is issued to the employee.

12. MAIL BALLOTS – Ballots will be mailed out on August 23, 2007 to GAO employees employed in GAO field offices and to those GAO Headquarter employees identified by August 20, 2007 as being on continuous approved travel status or continuous approved leave between the date of mailing (August 23, 2007) and the date of the election (September 19, 2007).

13. THE APPROPRIATE UNIT - The bargaining unit shall consist of all permanent employees of the Government Accountability Office (GAO) assigned to a position currently covered by the Analyst Performance-Based Compensation System (PE) and whose designated level is Band I or Band II, including those designated as Band IIA and Band IIB and all probationary employees and employees in the Professional Development Program who are in these bands and pay system.

The unit does not include confidential employees, employees in Security and Safety, and supervisors or management officials, *e.g.*, Band III employees and above.

14. CUSTODY OF THE BALLOTS AND BALLOT BOX – The ballots and the ballot box will be securely stored between voting sessions by the designated Board agent.

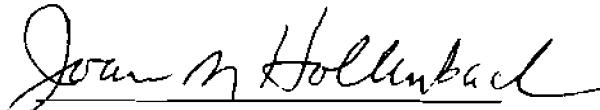
15. THE COUNT OF BALLOTS will take place immediately upon close of the election on September 19, 2007.

16. NO ELECTIONEERING IS ALLOWED IN THE POLLING ROOM.

For the Union


Julie A. Clark

For GAO


Joan M. Hollenbach