

Indian Health Service, National Labor Management Relations Council
Pre-Decisional Involvement (PDI) Definition and Guiding Principles

“Pre-decisional Involvement represents those activities where employees through their elected exclusive representative (Union) are afforded by Agency Management [where practicable] the opportunity to shape decisions in the workplace which impact on the work the employees perform.”

Pre-decisional Involvement (PDI) is the Agency and the Unions working together to design and implement changes necessary to reform Government, pursuant to E.O. 13522. PDI neither expands nor substitutes for collective bargaining. PDI provides opportunities for proactive participation by employees in decisions that will affect their workplace.

Resources available to both parties can be found on www.fmcs.gov. The National Labor Management Relations Council will make additional information available through its Communications working group.