

II. To advance Objective 1, 2, and 3, the NPC will collect, analyze, and utilize information concerning existing barriers and other impediments (legal and other) to the formation and success of labor-management partnerships, how parties have overcome the barriers, including training activities, incentives to create successful partnerships, and how parties manage conflict. Priority: help overcome selected common problems.

A. Collect

1. Utilize the same sources, including focus groups, that are being used to obtain data and information about success stories to reveal legal and other barriers and impediments to parties achieving NPR goals.

2. Request parties in successful partnerships to indicate whether further progress is being impeded by legal or other barriers.

3. Obtain information from the parties during NPC meetings.

4. Meet with management groups, such as Federal Managers Association, the Senior Executives Association, and the Coalition for Effective Change, to identify ways to achieve NPR goals.

5. Consider a partnership facilitation simulation with NPC Members.

6. Extract and summarize legal barriers to partnership from the NPC Report to the President and existing GAO studies.

B. Analyze and Use

1. Compile a list of barriers to partnership, methods to overcome barriers, incentives to partnership and methods to manage conflict.

2. Provide guidance on how to overcome common barriers to partnership at different levels.

3. Problem-solve to help overcome common selected problems, including "people" issues (such as how to deal with resistant managers and union representatives); "how to" issues (such as meaning of "employee", how to deal with unrepresented employees, and compliance with Federal Advisory Committee Act requirements); and other problems where a more consultative role would facilitate the formation and success of partnerships.

4. Identify cost-effective ways of obtaining training.

5. Develop an instrument for parties to determine their training needs.

6. Develop an instrument to evaluate various training resource alternatives.

7. Integrate partnership training into existing training programs, such as union steward training, supervisory training, total quality program training, etc.

8. Develop resources for addressing partners' needs, such as: (1) enhancing the clearinghouse's information concerning trainers/providers/change promoters; (2) assisting resolution of resource and resource allocation issues; and (3) creating incentives by working with established awards programs to integrate labor/management partnership as an eligibility or ranking criterion.

9. Develop and implement plans which support NPC-recommended changes necessary to achieve the principles of Executive Order 12871.

III. To advance Objectives 1 and 3, the NPC will engage in efforts designed to measure the formation, conduct, and achievements in partnership. Priority: stimulate assessment.

A. Collect

Collect information on how parties are assessing whether success has been achieved; whether partnerships or partnership agreements exist; what activities are being undertaken by partnerships; the impact of partnership on productivity; the impact of partnership on quality of work and customer service; and information concerning various aspects of training activities undertaken under Executive Order 12871.

1. Utilize the same sources for the data and information collection, including focus groups, to identify criteria related to the assessment of partnership activity, and to identify training activities undertaken.

2. Request specific information concerning the measurement of partnership activities; the amount and types of training activities undertaken; who has been trained; who was the provider; how has training been evaluated; has training had desired results; what skills have been identified as necessary for successful partnerships; and whether there is a partnership training plan.

B. Analyze and Use

1. Identify and highlight good assessment techniques already in place.

2. Provide guidance on the tiers of success during the various stages of partnership.

3. Issue guidance on skills needed for partnership and high performance workplace.

Responsibility for NPC Activities

1. The foregoing NPC activities will be undertaken by NPC Members and by action teams, composed of representatives of NPC Member organizations.

2. The Executive Secretariat, Office of Personnel Management, will provide

logistical and administrative support to the action teams.

3. The NPC Members will specifically charge the action teams with definitive objectives and time frames for completion of the objectives.

Coordination with PMC

The NPC recognizes the importance of the support of the President's Management Council in achieving the foregoing objectives.

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SECURITIES AND EXCHANGE COMMISSION

[Release No. 34-35350; File No. SR-CBOE-94-35]

Self-Regulatory Organizations; Order Approving Proposed Rule Change by the Chicago Board Options Exchange, Inc., Relating to Expedited Proceedings and Offers of Settlement

February 9, 1995.

Pursuant to Section 19(b)(1) of the Securities Exchange Act of 1934 ("Act"),¹ and Rule 19b-4 thereunder,² the Chicago Board Options Exchange, Inc. ("CBOE" or "Exchange") submitted to the Securities and Exchange Commission ("SEC" or "Commission") a proposal to amend CBOE Rules 17.3, "Expedited Proceeding," and 17.8, "Offers of Settlement," to (1) specify that the subject of an Exchange investigation must notify the CBOE staff in writing within 15 days of the date of notification under CBOE Rule 17.2(d), "Notice, Statement and Access," that he elects to proceed in an expedited manner pursuant to CBOE Rule 17.3; (2) reduce the time period during which settlement offers may be submitted by a subject in an Exchange disciplinary matter who seeks to resolve the matter through expedited proceedings pursuant to CBOE Rule 17.3; and (3) allow either the subject or the Exchange staff to end the negotiations for a letter of consent at any point during the negotiations.³

¹ 15 U.S.C. 78s(b)(1) (1988).

² 17 CFR 240.19b-4 (1994).

³ CBOE Rule 17.2(c), "Report," requires the CBOE staff to submit a written report of an investigation to the Exchange's Business Conduct Committee ("BCC") in every case where an investigation results in a finding that there are reasonable grounds to believe that a violation of the Act or the CBOE's rules has been committed. CBOE Rule 17.2(d) requires the CBOE staff to notify the subject of the report of the general nature of the allegations and of the specific provisions of the Act or of the CBOE's rules that appear to have been violated, and the subject has 15 days from the date of the notification to submit a written statement to the