



United States Department of the Interior

NATIONAL PARK SERVICE

1849 C Street, NW
Washington, DC 20240

Memorandum

To: Regional Directors

From: Associate Director, Business Services

Subject: Addendum to Guidance on Labor Practices under National Park Service
Concession Contracts

On April 8, 2022, the National Park Service (NPS) issued guidance on NPS policy and procedures related to labor practices under concessions contracts. The guidance affirmed the importance of NPS concessioners complying with the National Labor Relations Act and laws enforced by the Department of Labor.

At the request of the White House Taskforce on Worker Organizing and Empowerment this addendum reaffirms that it is the policy of the National Park Service that, upon request, NPS concessioners shall allow reasonable access to non-working areas of its facilities at non-working times to representatives of labor organizations so that these representatives may speak with concessioner employees about their rights under the National Labor Relations Act.

Concession Specialist should insert this attachment in all concession contracts by September 30, 2022.

Please forward this memorandum to all parks in your region with concession contracts. For further information, please contact [Kurt Rausch](mailto:kurt_rausch@nps.gov), Chief, Commercial Services Program, at kurt_rausch@nps.gov.

cc: Deputy Regional Directors
Regional Chiefs of Concessions
Administrative Advisory Council

Attachment A
Concession Contract Operating Plan Insertion

(Insert Applicable Subsection number) Organized Labor Activity

The Concessioner is required to comply fully with the National Labor Relations Act (NLRA), 29 U.S.C. §§ 151–169, and the applicable rules, regulations, and orders of the Secretary of Labor. The NLRA prohibits employers from interfering with, restraining, or coercing employees in the exercise of their rights relating to organizing, forming, joining, or assisting a labor organization for collective bargaining purposes; working together to improve terms and conditions of employment; or refraining from any such activity. Similarly, labor organizations may not restrain or coerce employees in the exercise of these rights.