

# Problem Resolution Subcommittee

Presentation to the  
National Council on Federal Labor-Management Relations  
May 20, 2015

# Tool Kit Working Group

- Incentivizing Pre-Decisional Involvement (PDI)
- Contract Language
- Space Management and PDI

# Incentivizing PDI Working Group

- Goal: develop tools parties can use to encourage the use of Pre-Decisional Involvement
- Status Update
  - Workgroup will pursue two tracks
    - Design Track
    - Analysis Track

# Incentivizing PDI Working Group

- **Status Update**

- Design Track – tentatively pursuing 4 deliverables

1. **Lessons Learned Narratives**

- Develop questions to ask groups that have presented their success stories to the National Council. Questions focus on lessons they have learned about successfully using PDI
  - Edit and post these on the National Council website

2. **Measuring and Reporting PDI Outcomes**

- Develop simple tools to measure outcomes including the financial gain and/or savings associated with using PDI

# Incentivizing PDI Working Group

- Status Update
  - Design Track
    3. Awards and Recognition Ideas
      - First step: Gather other examples of awards and recognition for labor-management forums.
    4. Reducing Barriers and Creating Accountability for Using PDI
      - [still under development]

# Incentivizing PDI Working Group

Questions and Discussion

# Contract Language Working Group

## ➤ Status:

- Working group met twice since the last Council meeting
- Co-chaired by John Claya (OPM) and Candace Archer (AFGE)

## ➤ Goals:

- Identify common language among collective bargaining agreements
- Add those common articles or provisions to the Council website
- (Longer-term goal) Develop guidance on using common contract language and ground rules to save time during negotiations

# Contract Language Working Group

- Examples of CBA articles that contain common language:
  - **Recognition and Coverage:** *“Management agrees to recognize the Union as the exclusive representative of the employees in the bargaining unit and is entitled to act for them and negotiate collective bargaining agreements covering all employees in the bargaining unit...”*
  - **Managements Rights:** *“Nothing in this Agreement shall affect the authority of the Agency to determine the mission, budget, organization, number of employees, and internal security practices of the Agency. In accordance with applicable laws- to hire, assign, direct, layoff, and retain employees...”*

# Contract Language Working Group

Questions and Discussion

# Space Management and PDI

## □ Working Group

- Meeting Bi-Weekly Since March Council Meeting
  - Membership/Interest Growing
    - NFFE
    - Seafarers
    - FLRA
    - FMCS
    - GSA
    - USDA
    - OPM
    - AFGE
    - NAGE
    - Dep't of Ed
    - HUD
    - SBA

# Space Management and PDI

- Working on Identifying Project Plan and Deliverables
  - Identifying Short-Term Wins/Deliverables
  - Identifying Long-Term Goals/Deliverables
  - Identifying Milestones/Timelines

# Space Management and PDI

## ❑ Short-Term Wins/Deliverables

- Suite of Tools on National Council Website
  - One-Page Quick Guidance Tool
    - “Top 10 Tips for Successful Space Moves/Redesigns”
    - Smaller Sub-Group
    - July Council Meeting
  - List of Points of Contact for Assistance
  - Related Pre-existing Documents
    - i.e., Executive Orders, Links to PDI Tools, etc.

# Space Management and PDI

## ❑ Short-Term Wins/Deliverables (Cont.)

- Success Stories from Other Agencies
  - Experience, Guidance, Lessons Learned
  - Report to the Council, Film, Paper Briefings
  - July Council Meeting
- Pilot Training Program
  - When: July 23-24, GSA Conference Center
  - Presenters: FLRA (duty and scope of bargaining, mediation and impasse); FMCS (PDI); GSA (Real Property/Project Management Guidance)
  - Participants: Targeted audience (70-80)
  - Objective: Present information tools and training program and elicit participant feedback that will inform timely development of information tools and training program for broad distribution.

# Space Management and PDI

- Long-Term Goals/Deliverables
  - Online Training Tool
    - Situational Support Model
    - Incorporate Moves, Redesigns, etc.
    - Emphasize Points for Union Involvement
    - More Comprehensive Information
    - Tie in to Existing Council Tools
    - Will Require Work on Project Plan
      - Smaller group
      - Project Leader
      - Milestones
      - Metrics

# Space Management and PDI

- ❑ Long-Term Goals/Deliverables
  - PDI/Space Management in a “Fish Bowl”
    - Work with a volunteer team(s)
    - Provide “Super SME Assistance”
    - Record/Film the Process
    - Will Require Work on Project Plan
      - Smaller group
      - Project Leader
      - Milestones
      - Metrics

# Space Management and PDI

Questions and Discussion

# 2014 Metrics Reporting

- Metrics Working Group Meeting Bi-Weekly
  - ✓ As of May 19, 2015 we have received 46 of 52 reports
- 6 Reports Still Outstanding
- Follow-Up Efforts
  - ✓ OPM conducting Follow-Up Phone Calls

# 2014 Metrics Reporting

- Metrics reports divided between the volunteers for analysis
- Looking for Highlights, Areas for Improvement, and Considering Recommendations
- Taking a deeper dive to compare 2014 reporting results to prior years
  - ✓ Best Practices
  - ✓ Areas for Improvement
  - ✓ Identify Trends

# 2014 Metrics Reporting

## ■ Highlights

- ✓ Forums Reporting PDI on Many Issues
- ✓ Forums Reporting Successful Results
- ✓ Will be Looking at the Data on This
  - % of Forums Reporting PDI
  - % of Forums Reporting Positive Results
  - % Reporting in Each of the Three Categories (mission accomplishment, employee satisfaction, labor-management relationship)

# 2014 Metrics Reporting

- Areas for Improvement
  - ✓ 8 of 46 Agencies Reporting No Forum or Few to No Meetings
  - ✓ Majority Reporting Anecdotal Data versus Numerical Data
  - ✓ Communication Gap
    - Appears that PDI is Happening
    - Working on a Number of Important Issues
    - No Clear (Useful) Communication of Results

# 2014 Metrics Reporting

## ■ Early Recommendations

- ✓ Continue Comprehensive Review
- ✓ Refer 8 “No Forum” Agencies to Problem Resolution Subcommittee
- ✓ Close the Communication Gap
  - Identify 5-10 groups for Working Group to Contact/Interview
    - More fully identify/explain issue(s)
    - More fully identify/explain process
    - Are you utilizing/leveraging data
    - Are you utilizing/leveraging Performance Improvement Officer or Other
    - Feedback on Communication Experience
    - Lessons Learned
  - Use What We Learn to Better Focus Guidance Given to Agencies When We send Out Reminder/Call for 2015 Metrics Reports (Due December 31, 2015)

# 2014 Metrics Reporting

- Long-Term Recommendations
  - ✓ Continue Comprehensive Review and Comparison
  - ✓ Compile Data
  - ✓ Deeper dive to compare 2014 reporting results to prior years

# 2014 Metrics Reporting

Questions and Discussion