

LMF Reporting Tool
Pre-Decisional Involvement Questions

**Please note: these questions are taken from the new LMF Reporting Tool developed by the Problem Resolution Subcommittee and makeup only one section of the reporting tool.*

1. During the past year I have been involved in PDI with my union or management counterpart:
 - a. Never
 - b. Once
 - c. 2-5 times
 - d. 6-10 times
 - e. 11-20 times
 - f. More than 20 times

2. I feel I engaged in PDI:
 - a. Not often enough
 - b. Just enough
 - c. Too often

3. I have addressed the following issues using PDI: (Check all that apply)

Service Quality	Improved Quality of Work Products	Employee-Supervisor Communication	Processes	Pre-Decisional Involvement Processes
The Work Itself (making it faster, better, more cost-effective)	Reduced Backlogs	Employee Recognition	Workforce Surveys	Joint Training Opportunities for Labor and Management
Process Improvement	Career Development	Child Care	Employee Suggestion Programs	Assessment of the Labor-Management Relationship
Cost Savings or Avoidance	Telework	Wellness/Health Programs	New Employee Orientation	Joint Problem Solving
Customer Satisfaction	Alternative Work Schedules		Work Team Processes	Other (please describe)

4. I feel that the type of issues I have addressed in PDI are:
 - a. Never very important
 - b. Fairly important
 - c. Some were important and some were not
 - d. Very important
 - e. Other (please describe)

5. On average when was the union involved in the decision-making process?
 - a. Early, at about the same time as other agency representatives.
 - b. Early, but after agency representatives had had some discussions.
 - c. After agency representatives had had discussions and developed some possible solutions but before any decisions were reached.
 - d. After a tentative decision was reached but before a final decision was made.
 - e. After a final decision was made.
 - f. Other (please describe)

6. The union was brought into the decision-making process:
 - a. Early enough that they had meaningful and appropriate input into the decision-making process.
 - b. Early enough that they had some input into the decision-making process, but some decisions were already off the table.
 - c. So late in the decision-making process that most of the important decisions had already been made.
 - d. Other (please describe)

7. During the past year, the union has initiated PDI
 - a. Never
 - b. Once
 - c. 2-5 times
 - d. 6-10 times
 - e. 11-20 times
 - f. More than 20 times

8. I think that when parties engage in PDI, an appropriate expected outcome is:
 - a. Full agreement on the subject, including any impact and implementation issues, so that no further bargaining is required.
 - b. Input on the decision and an agreement on any impact and implementation issues, so that no further bargaining is required.
 - c. Input on the decision and bargaining over any impact and implementation issues after PDI is done.
 - d. Other (please describe)

9. When I have engaged in PDI, the most common outcome has been:
 - a. A full agreement on the subject, including any impact and implementation issues, so that no further bargaining is required.
 - b. Input on the decision and an agreement on any impact and implementation issues, so that no further bargaining is required.
 - c. Input on the decision and with bargaining over any impact and implementation issues after PDI is done.
 - d. Other (please describe)