

Pre-Decisional Involvement *Our Success Story* NAGE Local R1-195 & Volpe

November 18, 2015



About Volpe

Background

- ❑ Volpe established in 1970
- ❑ NAGE Local R1-195 certified since establishment of Volpe
- ❑ Part of U.S. Department of Transportation (DOT) Office of Research and Technology
- ❑ Named after former DOT Secretary and MA Governor John A. Volpe
- ❑ Located in Cambridge, MA

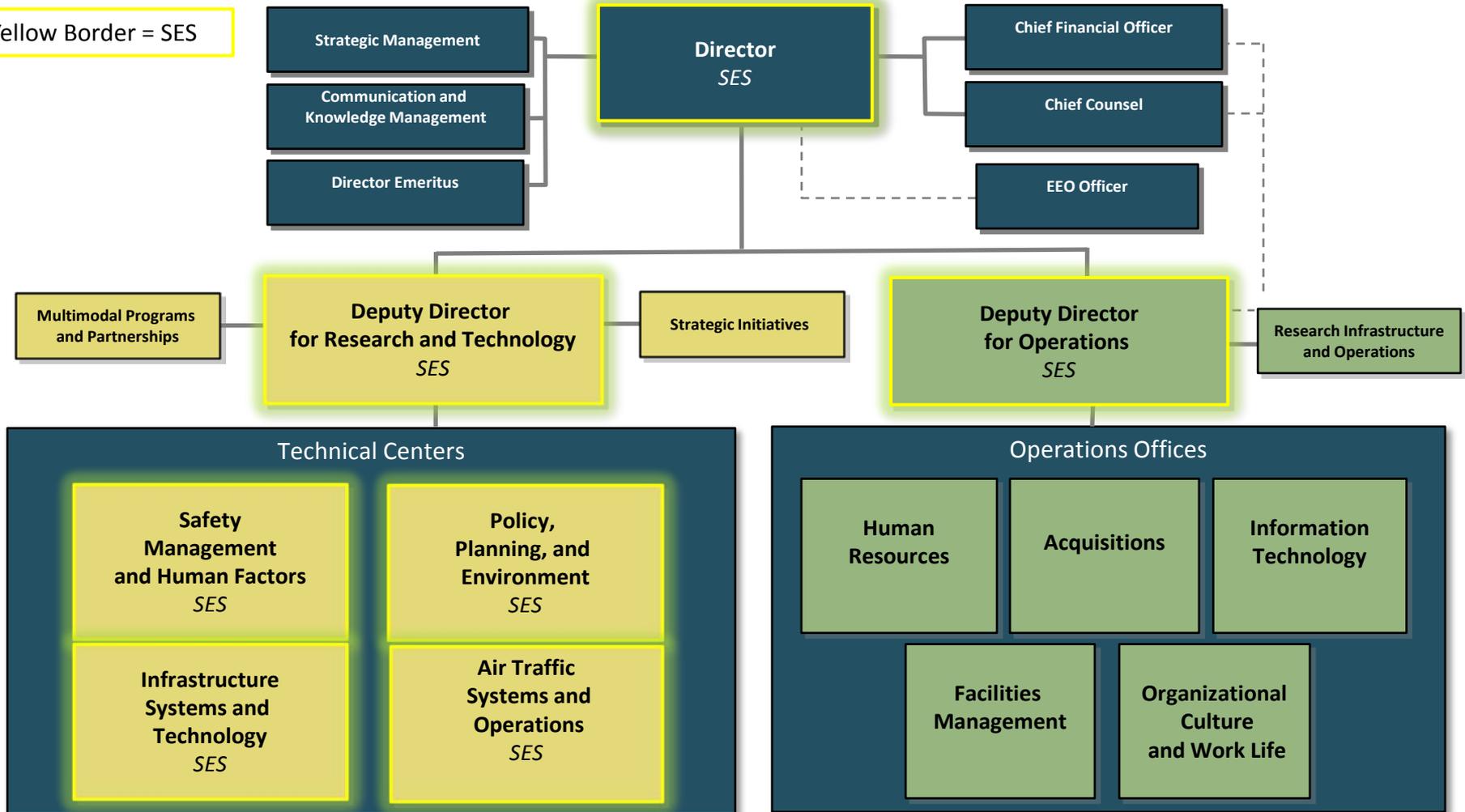
What Makes Us Unique: Entrepreneurial, objective, efficient

- ❑ Fee-for-service; no direct appropriations
- ❑ Flexibility and responsiveness of a consultant
- ❑ A trusted, objective advisor focused on safety and the public good



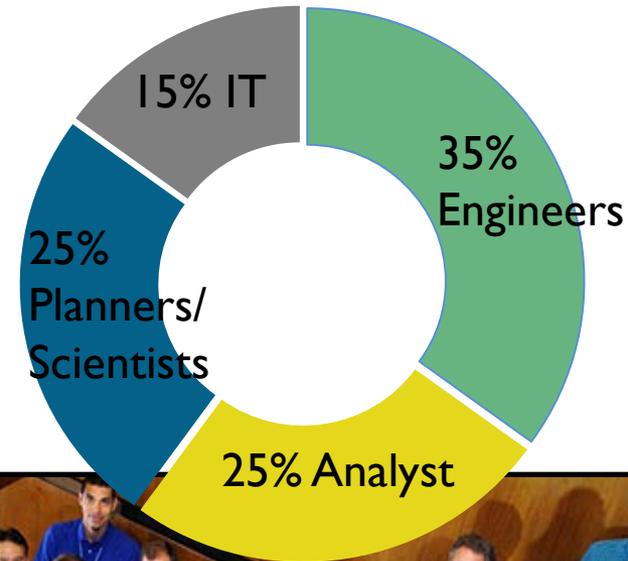
Volpe Center Organization

Yellow Border = SES



Our most important asset: dedicated transportation professionals

- ❑ Over 570 federal employees
- ❑ More than 260 advanced degrees
- ❑ Over 400 on-site contractors
- ❑ Internship and student co-op programs: more than 40 years cultivating the next generation of transportation professionals



Staff with Advanced Degrees

13%

Doctorates

36%

Masters

Common Ground & Objectives

Volpe Purpose:

Advancing transportation innovation for the public good

Volpe Mission:

Improve the nation's transportation system by serving as a center of excellence for informed decision making, anticipating emerging transportation issues, and advancing technical, operational, and institutional innovations

Volpe Values:

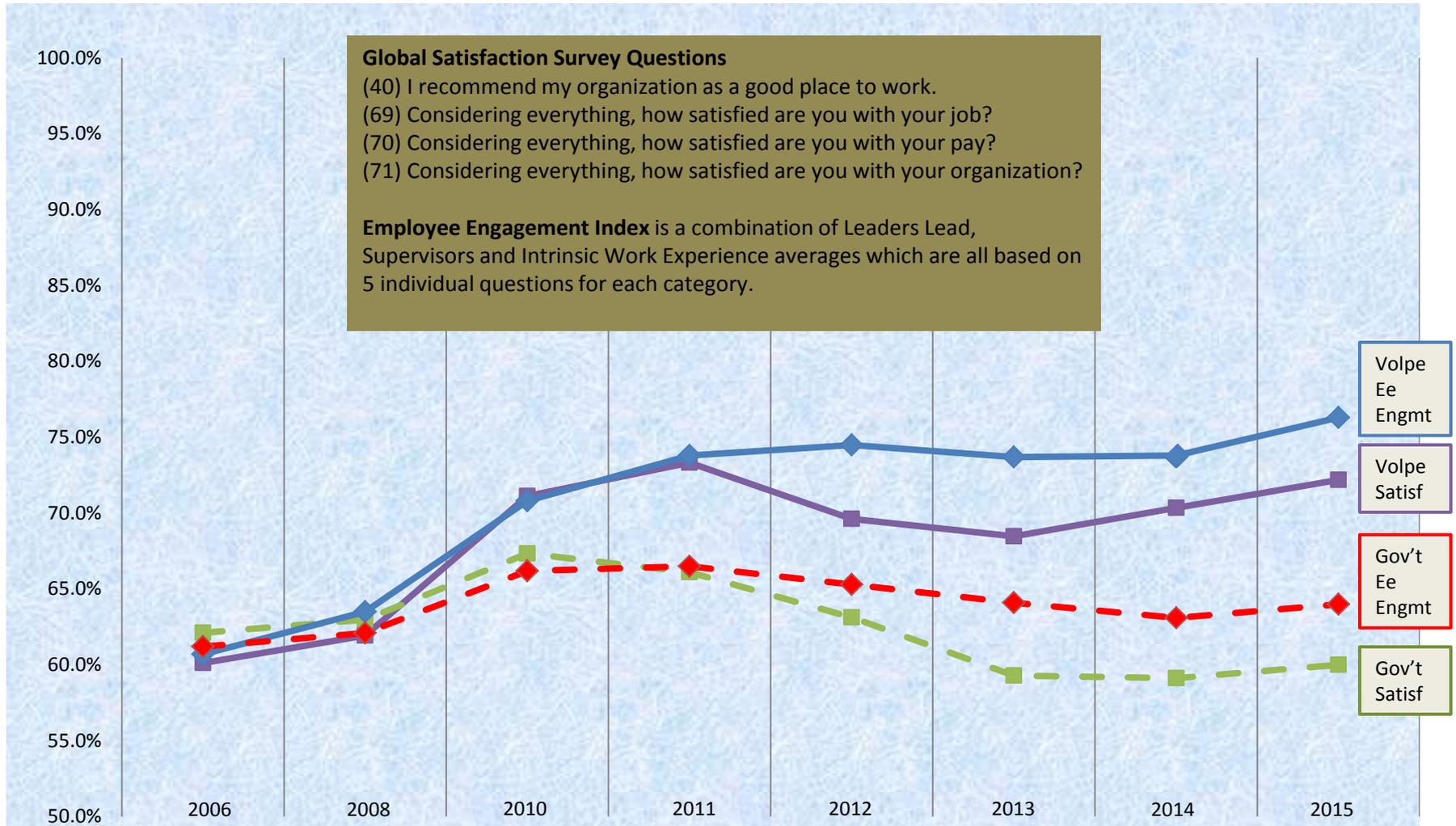
- ❑ Public service
- ❑ Innovative solutions
- ❑ Professional excellence
- ❑ Collaboration and partnering

CBA Preamble:

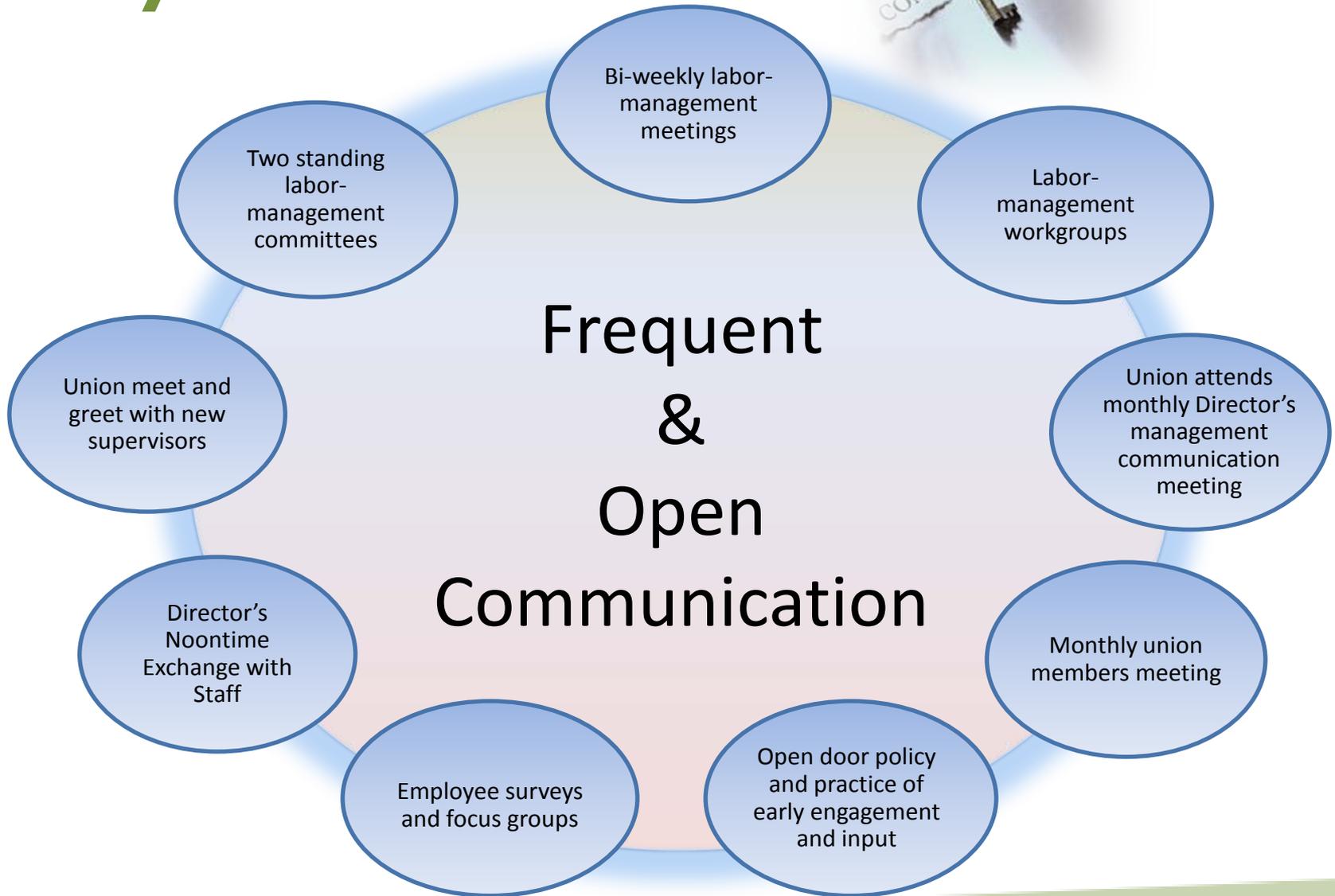
The Union and Management are committed to a policy of partnership and have the shared objectives of:

- ❑ Ensuring that the Volpe Center thrives and contributes vitality to the National Transportation Enterprise;
- ❑ Delivering high quality services and products;
- ❑ A committed, high-caliber, and empowered workforce; and
- ❑ A workforce that represents the best in public service.

Federal Employee Viewpoint Survey (FEVS) Global Satisfaction & Employee Engagement



Key to success



PDI Example: Performance Management

TOPIC	AREA OF INTEREST	PROCESS /TEAM STRUCTURE	BENEFITS
Performance Management System	<ul style="list-style-type: none"> - Performance cycle alignment - Summary rating calculation - Multi-source feedback - Performance plan templates with clearer alignment to organizational goals and credible standards and results oriented 	<ul style="list-style-type: none"> - Labor-management workgroup served as a recommending body - Recommendations endorsed by Center Director & Union President & implemented - Training provided to the workforce, with input from the union 	<ul style="list-style-type: none"> - Streamlines formal bargaining - Increased buy-in - Diversity in thought created a better product - Potential avoidance of future grievances by designing a system perceived to be fair, transparent, and with input from multiple stakeholders - Fosters comm./rapport

Federal Employee Viewpoint Survey (FEVS) Question:	Volpe 2011	Volpe 2012	Volpe 2013	Volpe 2014	Govt. 2014
I know how my work relates to agency goals.	79.3%	82.8%	85.4%	84.5%	81.9%
Discussions with my supervisor and team leads about performance are worth while.	79.3%	82.8%	85.4%	84.5%	81.9%
My performance appraisal is a fair reflection of my performance.	64.4%	77.4%	69.8%	68.1%	68.2%

PDI Example: Safety & Health Committee

TOPIC	AREA OF INTEREST	PROCESS /TEAM STRUCTURE	BENEFITS
Safety & Occupational Health Committee	<ul style="list-style-type: none"> - Continuous improvement in fostering a safe work environment - Independent party to inspect facility for safety improvement recommendations. 	<ul style="list-style-type: none"> - Labor-management committee - Union proposal for third party inspection endorsed by full committee - Union & Management participation in third party inspection 	<ul style="list-style-type: none"> - Improved & safer work environment - Increased credibility and organizational trust - Infrastructure & Procedure Updates (e.g. new fire alarm and suppression system; OSHA Manual; HAMP Process) - Department- wide assessment identified Volpe in the top 5 safest facility

Federal Employee Viewpoint Survey (FEVS) Question:	Volpe 2011	Volpe 2012	Volpe 2013	Volpe 2014	Govt. 2014
Employees are protected from health and safety hazards on the job.	87.6%	89.1%	86.3%	92.3%	76%