

Problem Resolution Subcommittee

Presentation to the
National Council on Federal Labor-Management Relations
September 21, 2016

Education Working Group Projects

1. Direct outreach by Council members to Labor-Management Forums
2. Education via virtual means, such as
 - emailing links with available resources to LMFs
 - writing articles to be used in organizations' newsletters and blogs
 - creating webinars on topics related to the National Council and E.O. 13522

Education Project Team 1

- **Project:** Direct outreach by Council members to Labor-Management Forums
- **Goal:** Identify opportunities and draft guidance or talking points for Council members to provide direct outreach to LMFs and other appropriate venues to promote the work of the National Council on FLMR.
- **Tasks:** Council talking points have been submitted as proposed final pending Council approval.

Education Project Team 2

Project: Education via Virtual Means

Goal: Promoting the use of resources located on the National LMC website to all levels of labor/management engagement.

- 1(a): Reformat of current National LMC website information to increase ease of use and access to valuable existing resources for all stakeholders.
- 1(b): Providing a promotion “package” with the emailing of links which offers suggestions for how to distribute the information to all levels.



Council hears from the Impact and Education Working Groups and learns about SSA's success with pre-decisional involvement

At the May 18, 2016 meeting, the Council heard from the newly created Impact and Education Working Groups about projects related to analyzing E.O. 13522 and PDI and developing recommendations to institutionalize positive outcomes. The Council also learned how SSA and AFGE used pre-decisional involvement to implement a talent-sharing program called SkillsConnect. [Read More](#)

HIGHLIGHTS

Success Stories and Lessons Learned

In 2015, the National Council asked its previous success story presenters, representatives of both labor and management, to answer a series of questions about their use of pre-decisional involvement (PDI), their labor-management relationships, and the advice they would offer to other labor-management groups. Representatives of both labor and management created the questionnaire, analyzed the results, and developed this brief summary of the responses received. [Click the link above](#) to access this document along with the aggregate response data and excerpts from the meeting minutes that capture those success story presentations.

Upcoming Meetings

September 21, 2016

[View All Meetings](#) | [Past Meetings](#)

Pre-decisional Involvement Frequently Asked Questions

Representatives from both labor and management jointly developed a document containing frequently asked questions and answers about pre-decisional involvement. Please [click here](#) to view this document.

Pre-decisional Involvement Quick Tips Video

Representatives from both labor and management jointly developed a "Quick Tips" overview video on Pre-decisional Involvement (PDI). It is a short video designed to focus on common PDI issues and quickly guide users toward resolving problems with PDI.

Reports and Key References

Council Formal Reports

Permissive Subjects of Bargaining: Pilot Projects

- [Report to the President on Negotiation Over Permissive Subjects of Bargaining: Pilot Projects](#)  (128 KB)
- [Report to Congress Regarding the Recommendations Found in the National Council on Federal Labor-Management Relations 2012 Report to the President on Negotiation over Permissive Subjects of Bargaining: Pilot Projects](#)  (1.4 MB)

Linking Employee Performance to Mission Outcomes

- [Employee Performance Management Workgroup Report to the National Council on Federal Labor-Management Relations: Goals – Engagement – Accountability – Results](#)

Agency Implementation Plans

Agency Implementation Plans (Executive Order 13522)

The Executive Order required agencies to develop implementation plans. The plans and public comments on them are available.

Related Memoranda

[Pre-decisional Involvement Guidance from the Council](#) (200 kB)

Resources

Overview

Pre-Decisional Involvement

Labor Management Forum
Resources

Permissive Subjects of Bargaining

Telework

Space Management

Labor-Management Forum Metrics

Labor Management Forum
Reporting Tool

Linking Performance to Mission
(GEAR)

Success Stories

Overview

The Council and its working groups have developed and collected a variety of resources that may be helpful to those working to meet the requirements of Executive Order 13522, or who are otherwise interested in pursuing collaborative approaches to labor management relations. These links provide information organized by topics of interest.

- Pre-Decisional Involvement
- Labor Management Forum Resources
- Permissive Subjects of Bargaining
- Telework
- Space Management
- Labor-Management Forum Metrics
- Labor Management Forum Reporting Tool
- Linking Performance to Mission (GEAR)
- Success Stories

Next Steps

- Web site update is being implemented by OPM web team, and expected complete in September.
- Project team focus is now on preparing promotional materials and discussing appropriate avenues for outreach.

Impact Working Group Projects

Ongoing

- Analysis of 2015 Results (LMF Reporting Tool and Metrics Reports)
- Evaluate Possible Links between Collaborative Labor-Management Activities and Federal Employee Viewpoint Survey (FEVS) Results

Next Up

- Evaluate examples of labor-management partnerships that continued after E.O. 12871
- Understand how examples of labor-management cooperation in the private sector can inform understanding of the Federal sector
- Sponsor a PDI pilot

Impact Working Group Project #1

Analysis of LMF Reporting Tool and Metrics Reports

- Initial report provided to the Council in July 2016
- Since then, the working group has
 - Compiled a comprehensive analysis of all metrics reports submitted for FY 2015
 - Continued dialogue with agencies reporting no metrics or no forum for FY 2015
 - Compared attributes of the LMF Reporting Tool and metrics reporting process
 - Developed recommendations for the FY 2016 and FY 2017 reporting cycles
 - Evaluated use of FEVS scores in the reports



Impact Working Group Project #1

Recommendations for Future Iterations of the LMF Reporting Tool and Metrics Reports

- FY 2016
 - Metrics reports are due to the Council by Dec. 31, 2016
 - Identify examples of best 2015 reports submitted by a large, medium, and small agency. Provide examples to agencies along with a reminder of the Dec. 31 deadline
- FY 2017
 - Maintain same metrics reporting process for agencies
 - Develop recommendations to revise the process (for example, combining elements of LMF Reporting Tool with metrics)
- FY 2018
 - Implement new reporting process



Impact Working Group

This working group has also been engaged in the following activities:

- Initial discussions with an expert from OPM's FEVS team, exploring possible links between collaborative labor-management activities and agencies' FEVS results
- Accepted an invitation from a labor-management forum, to discuss the current metrics reporting process and provide assistance
- Planning a one-day retreat to evaluate the impact of the Executive Order in preparation for sharing observations with the Council. Council Members or their designees are invited to participate