

# Problem Resolution Subcommittee

Presentation to the  
National Council on Federal Labor-Management Relations  
July 15, 2015

# Tool Kit Working Group

Updates on the following efforts:

- Contract Language
- Space Management and PDI

# Contract Language

## ➤ Goals:

- Identify common language among collective bargaining agreements
- Add common articles or provisions to the Council website
- Long-term—Identify common contract ground rules language to save time during negotiations

## ➤ Status:

- Meeting bi-weekly since the May Council meeting
  - Seeking additional members
- Identified list of 11 articles and began research
- Developed draft language for 3 articles

# Contract Language

## Draft Common Contract Language: **Preamble**

*This Agreement is entered into by and between the [AGENCY] (hereinafter referred to as [AGENCY] or the Employer) and the [UNION] (hereinafter referred to as the Union).*

*The parties mutually recognize that the Congress of the United States has expressed public policy concerning labor relations in the Federal Government as follows:*

*"...the right of employees to organize, bargain collectively and participate through labor organizations of their own choosing in decisions which affect them, safeguards the public interest, contributes to the effective conduct of the public business, and facilitates and encourages the amicable settlement of disputes between employees and their employers involving conditions of employment; and the public interest demands the highest standards of employee performance and the continued development and implementation of modern and progressive work practices to facilitate and improve employee performance and the efficient accomplishment of the operations of the government."*

*Therefore, labor organizations and collective bargaining in the civil service are in the public interest. (5 U.S.C. 71)*

*Pursuant to this policy, the parties have agreed upon the various articles hereinafter set forth.*

*This Agreement constitutes a Collective Bargaining Agreement between the [AGENCY] and the [UNION].*

# Contract Language

## Draft Common Contract Language: **Recognition and Coverage**

*Management recognizes the Union as the exclusive representative of all bargaining unit Employees in the unit as defined in Section [#] below, and the Union recognizes the rights and obligations of Management to manage the Agency. The Union agrees to represent all bargaining unit Employees in the unit in a fair and equitable manner with respect to grievances, bargaining, personnel policies, practices and working conditions without regard to Union membership, race color, religion, sex, age, national origin, political affiliation, marital status of disability.*

# Contract Language

## Draft Common Language: **Dues Withholding**

*Dues Withholding is based on exclusive recognition granted to the Union under the provisions of applicable laws and regulations and covers all eligible employees in the Bargaining Unit: (1) who are represented under this recognition; (2) who are members in good standing in the Union; (3) who voluntarily complete or have previously completed a Request for Payroll Deductions for Labor Organization dues, SF-1187, or a reasonable facsimile; and (4) who receive compensation sufficient to cover the total amount of the allotment.*

*The Employer and the Union agree that the provisions related to Dues Withholding are subject to, and will be governed by, applicable laws, rules and regulations, and will be modified by any future amendments thereto.*

# Contract Language

## 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

## □ Recent Focus on Short-Term Deliverables

- One-Page Quick Guidance Tool
  - “Top 10 Tips for Successful Space Moves/Redesigns”
  - Small sub-group meeting – still in preparation phase
- July 23-24, 2015 Labor Relations and Space Management Training

# Space Management and PDI

## ❑ Labor Relations and Space Management Training

- Pilot Training Opportunity
- July 23-24, GSA Conference Center
- Targeted Audience (70-80 Participants)
  - Training Announcement Issued Friday, June 19, 2015
  - Announcement to Appropriate Customer Agencies of GSA, Council Members, and FLRA, FMCS, and OPM Distribution Lists
  - As of July 7, 253 Registrants
  - Final Participant Count 78
  - Participation Preference Given to Labor-Management Teams, with Emphasis on Groups Identifying Pending or Near-Term Space Management Projects

# Space Management and PDI

## ☐ Labor Relations and Space Management Training (Cont.)

- FLRA (Labor Obligations/PDI)
- FMCS (Practical Application/Collaboration)
- GSA (Real Property/Project Management Guidance)
- July 23 – Informational Presentations
- July 24 – Participant Exercises, Real Life Examples
- Tools and Guidance

# Space Management and PDI

## Questions and Discussion

# 2014 Metrics Reporting

- Metrics Working Group Meeting Bi-Weekly
- Zero Reports Outstanding
  - ✓ As of July 9, 2015 we have received 52 of 52 reports
- Follow-Up Efforts
  - ✓ Problem Resolution Subcommittee Reaching Out to All Groups Reporting No Forum or No Functioning Forum (8 Agencies)

# 2014 Metrics Reporting

- Areas for Improvement
  - ✓ Majority Reporting Qualitative versus Quantitative Data
  - ✓ Communication Gap
    - Appears that PDI is Happening
    - Working on a Number of Important Issues
    - No Clear (Useful) Communication of Data/Results and/or Connection Between Forum Efforts and Reported Results

# 2014 Metrics Reporting

- Current Efforts

- ✓ Continue to Develop Data

- Comprehensive Review Ongoing
    - Identifying Forums to Interview
    - Developing Useful/Consistent Set of Questions to Enhance Data

- ✓ Focus on Ways to Improve Guidance for 2015 Reports

- Amending Reminder Messaging
    - Question and Answer Sessions

# 2014 Metrics Reporting

## Questions and Discussion