

Problem Resolution Subcommittee

Presentation to the
National Council on Federal Labor-Management Relations
September 16, 2015

Tool Kit Working Group

Updates from the following working groups:

- PDI Incentives
- Contract Language
- Space Management and PDI

PDI Incentives Workgroup

Goal

Encourage the use of Pre-Decisional Involvement by developing tools for parties who have not tried PDI and/or use it but would like to engage in more PDI.

Projects

1. Lessons Learned Narratives.
2. Measure and Report PDI Outcomes.
3. Awards and Recognition Ideas.
4. Reduce Barriers and Create Accountability.

PDI Incentives Workgroup

1. Lessons Learned Narratives

Action Item

- Groups that presented success stories to the National Council will be asked questions concerning lessons learned about successfully using PDI.
- Answers will be compiled, edited and posted on the National Council website.

Status Update

- Questions have been completed. Test site is available.

<https://www.surveymonkey.com/s/FLMRC-PDI>

PDI Incentives Workgroup

Survey
Monkey
Sample



NATIONAL COUNCIL ON
FEDERAL LABOR-MANAGEMENT RELATIONS

DRAFT - PDI
Lessons
Learned -
DRAFT

7. What was the structure of the PDI?

- Informal between representatives of union and management.
- Formal as part of an LMF.
- Formal between union and management representatives outside of an LMF.

Other (please specify)

Prev

Next

PDI Incentives Workgroup

2. Measure and Report PDI Outcomes

Action Item

- Research current tracking methods used by agencies and unions.
- Research options for measuring PDI outcomes.
- Develop simple tools to measure outcomes, including the financial gain and/or savings associated with using PDI.

Status Update

- Gathering examples of PDI tracking methods from Federal Agencies.
- Completed discussions with the Social and Behavioral Sciences Team and the Performance Improvement Council.

PDI Incentives Workgroup

3. Awards and Recognition Ideas

Action Item

- Gather examples of awards and recognition from public and private sources.
- Recruit additional members, particularly union representatives.
- Develop a resource tool identifying recognition options for labor-management forums to consider for use.

Status Update

- Gathering examples and posting on MAX.
- Recruiting for union members.
- Interacting through MAX and emails; will resume meeting on a regular basis after other groups complete their work.

PDI Incentives Workgroup

4. Reduce Barriers and Create Accountability

Action Item

- Research current feedback from labor/management forums on potential barriers to and incentives for PDI engagement.
- Develop tools to assist both labor and management to overcome barriers and increase partnership accountability for PDI.

Status Update

- Group has met several times, identified a brainstorming list and are now working to fine tune the ideas list.
- Develop tools from the agreed upon list for posting to the National Council website.

PDI Incentives Workgroup

Questions and Discussion

Contract Language Working Group

➤ Goals:

- Short-term: identify sample contract language among articles in collective bargaining agreements that would serve as general template in order to reduce time and resources spent by the parties during the negotiations process.
- Long-term: identify sample contract ground rules language that would serve as a general template to save time and resources during the negotiation process.

Contract Language Working Group

➤ Status:

- Presented 3 sample language articles at the July Council meeting:
 - Preamble
 - Recognition & Coverage
 - Dues Withholding
- Held three meetings since July Council meeting
 - Seeking additional members
- Developed draft language for 3 additional sample language articles
- Prioritized the 11 articles previously researched

Contract Language Working Group

Studying 11 Articles

Reported on at July Council meeting:

- Preamble
- Recognition & Coverage
- Dues Withholding

Current focus of working group:

- Management Rights
- Employee Rights
- EEO

Articles for future study and discussion:

- Governing Laws and Regulations
- Alternative Dispute Resolution
- Transfer of Function
- Reduction in Force
- Charity Drives

Contract Language Working Group

➤ **Current focus of working group (handout)**

- Rights of Management
- Rights of Employees
- EEO

➤ **Note from the Contract Language Working Group:** The sample contract language articles listed above and in the handout are considered samples or templates for parties to use as a starting point and to save time during negotiations on these subject matters. These samples or templates are not intended to be all inclusive or comprehensive. Parties are free to add or to delete language when using these templates during negotiations.

Contract Language Working Group

Questions and Discussion

Space Management and PDI

Labor Relations and Space Management Training - Day One

- ❑ Part 1: Statutory Collective Bargaining Process (FLRA/FSIP)
 - Duty to Bargain
 - Scope of Bargaining
 - Impasse and Mediation
- ❑ Part 2: Federal Space Management (GSA)
 - Freeze the footprint mandate
 - OMB Memo, Space Policy Memoranda
 - GSA leasing process

Space Management and PDI

Labor Relations and Space Management Training - Day One

- ❑ Part 3: Collaborative Problem Solving (FMCS & FLRA)
 - Introduction to Pre-decisional Involvement
 - IBB primer
- ❑ Part 4: Success Stories
 - General Services Administration
 - Nuclear Regulatory Commission

Space Management and PDI

Labor Relations and Space Management Training - Day Two

- Panel Discussion (FLRA, FMCS, GSA)
- Role Plays : Resolving Space Management Issues (FLRA, FMCS)

Space Management and PDI



Space Management and PDI

- **83%**: Agree or Strongly Agree to “This course strongly addressed important aspects of my needs”
- **90%**: Satisfied or Very Satisfied with “The Quality of This Course Overall”
- **91%**: Satisfied or Very Satisfied with “The extent to which the course prepared you to face new tasks, challenges, opportunities or responsibilities”

Space Management and PDI

Next Steps

- Offer Labor Relations and Space Management training in 4 regional locations 1st quarter 2016
- Offer October webinar briefing LR Opportunities/Responsibilities associated with OMB Agency Space Standards Policy mandate (3/29/16 deadline); and
- Post information resources as they are available and develop and post new resources

Space Management and PDI

Questions and Discussion