

Problem Resolution Subcommittee

Presentation to the
National Council on Federal Labor-Management Relations
November 20, 2013

Problem Resolution Subcommittee

Management

DoD

VA

OMB

OPM

USDA-FS

FEMA

GSA

Management Associations

FMA

SEA

Neutrals

FLRA

FMCS

Unions

AFGE

Teamsters

IFPTE

NAGE

NFFE

NTEU

Seafarers

ACT

Labor-Management Forum (LMF) Reporting Tool

Earlier this year, the Problem Resolution Subcommittee developed the LMF Reporting Tool for the following purposes:

1. Provide a mechanism for LMFs to bring specific problems to the attention of the National Council
2. Identify common barriers
3. Find examples of best practices of successful forums

LMF Reporting Tool – Response

- Reports collected, May through September 30, 2013
- 776 total reports received
 - 190 submitted on behalf of labor
 - 505 submitted on behalf of management
 - 45 submitted on behalf of “other” (such as facilitators)
 - Remaining respondents did not identify on whose behalf the report was submitted

Data Limitations

- Response rate is difficult to calculate
- Difficult to match up labor and management responses, based on lack of standardization in how respondents identified forums
- Difficult to control for responses covering forums that exist either at, above, or below the level of recognition
- All responses given the same weight, regardless of how many bargaining units or employees are covered by each report

LMF Reporting Tool Results

Does the labor-management relationship about which you are reporting have a forum, committee or council in accordance with Sec. 3(a)(i) of Executive Order 13522?

	Total	Labor	Mgmt	NR	Other
Yes	543	137	329	40	37
No	212	38	124	24	26
NR	18	1	0	17	0
Unsure	3	1	2	0	0

(shows numbers of responses contained in reports; some reports cover multiple bargaining units)

LMF Reporting Tool Analysis

- In analyzing responses related to frequency of use of pre-decisional involvement (PDI) and barriers, the group considered labor and management responses separately
- This was done by calculating percentages of responses received in each category (total, labor, management, no response, other)

An early section of the report asked respondents, “How frequently does your forum engage in pre-decisional involvement (PDI)?”

	Total	Labor	Mgmt	NR	Other
Constantly	8%	7%	11%	1%	2%
Often	36%	21%	42%	30%	44%
Not often	26%	32%	25%	14%	30%
Not at all	9%	21%	4%	7%	8%
Unsure	4%	4%	3%	6%	3%
No Response	18%	15%	15%	42%	13%

(numbers listed are percentages of responses received in each category (total, labor, mgmt, NR, other))

Section III of the reporting tool asked respondents, “What are the most significant barriers presently encountered by the forum? Or in the absence of a forum, have prevented a forum from being established. Please **do not** select more than three.”

	Total	Labor	Mgmt	NR	Other
Trust or relationship issues	20%	19%	21%	16%	13%
Scheduling	14%	7%	17%	14%	30%
Pre-Decisional Involvement Process	9%	16%	4%	10%	5%
Lack of Involvement of Decision-Makers	6%	12%	2%	8%	3%
Funding	4%	4%	5%	8%	0%
Decision making process	9%	10%	8%	8%	5%
Problem solving	4%	4%	4%	6%	3%
Communication	13%	10%	18%	6%	8%
Understanding Executive Order 13522	6%	6%	5%	6%	8%
Geographic dispersion	7%	5%	8%	13%	6%
Other	8%	6%	9%	5%	20%

LMF Reporting Tool: Recommendations

- Problem Resolution Subcommittee would like to take the following actions:
 - Continue to develop resources and tools to help forums overcome barriers
 - Directly respond to requests for help
 - Work to match up reports from labor and management covering the same forum or labor-management relationship
 - Follow Up with Respondents, by Email or Interview:
 - Where parties have a forum, but they are struggling
 - Where there is no forum or working substitute
 - With forums reporting successes, attempt to identify best practices

Tool Kit Resource Development

Pre-Decisional Involvement (PDI)

- Interplay between Collective Bargaining and PDI
- Protecting Confidential Information in PDI

Metrics (assistance with identifying, tracking)

PDI & Confidential Information

L-M workgroup: DOD, AFGE, VA, NTEU, Agriculture, NFFE, ACT, NAGE, IBT, GSA, OPM, OMB

First Task: Develop protocol for handling confidential budget information in PDI discussions

Status: Draft Agreement Template and Practical Guidance under review

Target publication: December 2013

PDI & Collective Bargaining

- Developing 5 web-based Modules addressing different aspects of PDI & Collective Bargaining
 - Frequently Asked Questions
 - Checklists
 - PDI Models
 - Success Stories
 - PDI Outcomes
- Projected Completion
 - 1st Module available December 2013
 - 4 of 5 Modules available by January 2014
 - Final Module (Success Stories) made available as participants are identified and content developed

PDI & Collective Bargaining

Module 1: Frequently Asked Questions

- Answers to some of the most commonly-asked questions regarding PDI and the collective bargaining process

Module 2: Checklists

- Adapted from checklists used by experienced LM Forums

PDI & Collective Bargaining

Module 3: PDI Models

- Four models demonstrating different ways of engaging in PDI based on the level of authority of the participants and the issue involved

Module 4: Success Stories

- Success stories illustrating how the PDI models work in real life

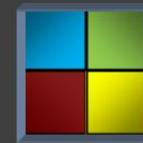
PDI & Collective Bargaining

Module 5: Outcomes

- Depending on the outcome of the PDI process, the agency may have an ongoing Statutory duty to bargain with the union over the matter. This module provides guidance on what to do next and how this affects bargaining rights and obligations.

PDI & Collective Bargaining

Module 5: Outcomes



**Pre-Decisional Involvement (PDI):
How to address the outcome of a
PDI process**



CONTINUE

Metrics – Quick Tip

- Currently Finalizing Storyboard for Recorded Webinar
- FMCS Conversion to Adobe Captivate (Slides)
- Recording/Narrators: DOD & Seafarers
- Projected Completion Date:
Early December 2013

Metrics – Quick Tip

- Emphasis On Simplicity & Engagement
- Conveying Spirit of E.O. 13522 and Council Guidance on Metrics – Not New Info
 - ❖ QuickTip Coverage:
 - What does the E.O. 13522 say about metrics?
 - What are metrics?
 - How do you develop metrics?
 - How do you use your metrics?

Metrics – Quick Tip

- Emphasis On Each of Council's 3 Objectives:
 - Mission Accomplishment
 - Employee Satisfaction
 - Labor-Management Relations
- Discussion of Available Resources, Including Agency Performance Improvement Officers (PIOs)
- Metrics Reports Due: December 31, 2013
- Reminder Letter to Agencies Went Out November 5, 2013

Questions for the Subcommittee?

