

# Problem Resolution Subcommittee

Presentation to the  
National Council on Federal Labor-Management Relations  
March 18, 2015

# Tool Kit Working Group

- PDI and Space Management
- Incentivizing Pre-Decisional Involvement (PDI)

# PDI and Space Management

## Brief Introduction/General Overview

1. What inspired the effort.
2. What outcomes we hope to produce.
3. How we plan to get there.

# PDI and Space Management

## □ What Inspired the Effort

### ■ GSA Perspective on Space Management in the Federal Government

#### ○ Drivers Demonstrating Need for Action

- ✓ Helping Customer Agencies Meet Space Needs
- ✓ Current Budget Environment
  - Need for Savings
  - “Reduce/Freeze the Footprint” Initiative
- ✓ Changing Demographics of the Government Workforce
- ✓ Changes in How We Do Our Work
- ✓ Focus on Recruitment and Retention/Employee Engagement

# PDI and Space Management

- What Inspired the Effort (Continued)
  - Labor-Management Neutral Perspective
    - Drivers Demonstrating Need for Action
      - ✓ FLRA/FSIP
        - 10% of Bargaining Disputes Related to Space Management Issues
      - ✓ FLRA/OGC
        - ULPs Often Filed Before Changes Made
        - ULPs Again Filed After Change – But Change Cost Prohibitive At That Point

# PDI and Space Management

- What Outcomes We Hope To Produce
  - Earlier Labor-Management Engagement in Space Management Efforts
    - Ripe for Pre-Decisional Involvement
  - Encourage Culture Change Across Federal Government
    - Create a New Norm
      - ✓ Early Engagement Between Agencies and Union Partners through PDI
      - ✓ Early Discussions About Budget-Conscious/Efficient Workplace Solutions that Drive Employee Engagement
      - ✓ Integrate Change Management
      - ✓ Innovative, Holistic Approach to Space Management
  - Tools for Agencies and Unions to Utilize

# PDI and Space Management

## □ How We Plan to Get There

- Space Management PDI group within the Tool Kit Working Group
- Membership
  - NFFE
  - Seafarers
  - FLRA
  - FMCS
  - GSA
  - USDA
  - OPM

# PDI and Space Management

- How We Plan to Get There (Continued)
  - First Meeting March 6, 2015.
  - Will Continue With Bi-Weekly Meetings
  - Interest in More Fully Understanding the Needs Across the Federal Government
    - National Council
    - CHCO Council
    - President's Management Council
  - Presentation by GSA and its Labor Partners
    - 1800 F Street Consolidation and Redesign
    - Lessons Learned and Possibilities Identified

# PDI and Space Management

Questions and Discussion

# Incentivizing PDI Workgroup

- Goal: develop tools parties can use to encourage the use of Pre-Decisional Involvement
- Status Update
  - Workgroup will pursue two tracks
    - Design Track
    - Analysis Track

# Incentivizing PDI Workgroup

- Status Update
  - Design Track
    - Review examples of possible PDI Incentives previously submitted to the National Council.
    - Further discuss and develop these and other ideas
    - Suggest package of PDI Incentives and implementation ideas for approval by the National Council

# Incentivizing PDI Workgroup

- Status Update
  - Analysis Track
    - Review existing information, e.g.,
      - » Metrics Reports
      - » LMF Reporting Tool, including interview notes
    - Discuss and recommend additional information to be gathered, e.g.,
      - » Add and/or modify questions on LMF Reporting Tool
      - » Additional interviews with selected parties
      - » Seek submission of best practices
    - Discuss and analyze, including causes and possible solutions
    - Loop back to Design group for creation of new tools

# Incentivizing PDI Workgroup

Questions and Discussion

# 2014 Metrics Reporting

- Metrics Working Group Reconvened February 19, 2015
- Now Meeting Bi-Weekly
- Membership –
  - ✓ AFGE
  - ✓ Seafarers
  - ✓ USDA
  - ✓ VA
  - ✓ GSA
  - ✓ OPM
  - ✓ NTEU

# 2014 Metrics Reporting

- Metrics Reports Due to OPM by December 31, 2014
- As of March 13, 2015 we have received 37 of 52 reports
- 15 Reports Still Outstanding
- Follow-Up Efforts
  - ✓ Reminder Email to Agencies on September 10, 2014
  - ✓ Second Reminder Email to Agencies on December 4, 2014
  - ✓ Third Reminder Email to Agencies on February 20, 2015
  - ✓ OPM Conducting Follow-Up Phone Calls

# 2014 Metrics Reporting

- Metrics reports split up between the volunteers for analysis
- The workgroup will come together and discuss best practices and areas where we see need for improvement/guidance
- Taking a deeper dive to compare 2014 reporting results to prior years
  - ✓ Best Practices
  - ✓ Areas for Improvement
  - ✓ Identify Trends

# 2014 Metrics Reporting

- Review process just getting started – early stages

## Potential Positive Initial Observations

- Seeing some Agencies reporting out on multiple forums within the Agency
- Seeing more narrative in reports