

# Survey of (b)(1) Pilot Projects Status

Results of February 2011 Survey

# (b)(1) Pilots Inventory

- As of March 2011, there are a total of 12 (b)(1) pilot projects. They are located in 9 different agencies and cover approximately 13,274 employees
- Responses to the survey were received regarding all 12 projects

# Survey Questions

1. Is the pilot operational?
2. Has the pilot project been documented in writing?
3. Has work on baseline issues, goals, and metrics progressed?
4. Has any bargaining involving a (b)(1) topic taken place?
5. If so, what was the outcome of such bargaining?
6. Have staff received training on (b)(1)?

# # 1 – Is the pilot operational?

- All 12 pilots were reported as being operational – i.e., a bargaining team of agency management and union representatives has been identified, and with one exception, the team is engaged in efforts to advance the work of the pilot.
- In the one exception, the team is scheduled to begin interaction this month.

## #2 – Is the pilot documented?

- 7 of the 12 projects have been formally documented in either a charter, an MOU, a letter to employees, or other format
- The documentation of the remaining 5 pilots has yet to be finalized but is in the process of being drafted

# #3 Progress in establishing goals and metrics?

- 8 of the 12 projects report significant progress is establishing baseline issues, goals, and metrics

## #4 Has any (b)(1) bargaining taken place?

- 5 of the 12 projects reported that bargaining had taken place
- 1 project reported that while no bargaining had yet taken place, discussions on (b)(1) issues has taken place and consensus reached

## #5 Outcome, including any challenges of any bargaining?

- Of the 6 projects where bargaining has taken place:
- 4 reported formal agreement had been reached
- 1 reported consensus reached
- 1 reported that parties are drafting MOU based on bargaining
- Only challenge reported (by 1 project) was changing culture to incorporate PDI

## #6 Has staff received training on (b)(1)?

- 9 of the 12 projects reported that staff had received training
- 1 indicated that training had been scheduled
- 2 indicated no training had occurred
- In each of the 6 projects where (b)(1) bargaining has yet to take place, training has taken place or has been scheduled