

Per Executive Order 13522, the Export-Import Bank is submitting this Labor-Management Implementation Plan.

Historically, the Export-Import Bank has maintained a productive relationship with the local bargaining unit, American Federation of Government Employees (AFGE), Local 1935. The bargaining unit covers all non-professional GS employees employed by the Export-Import Bank.

The Bank is currently working with the AFGE President on a Bank-wide initiative to redesign the organization's performance management system. The AFGE President is a member of the Bank-wide Employee Performance and Talent Development Work Group, comprised of managers and employees. The group meets weekly for approximately one-hour to discuss proposed changes to the performance management system. The AFGE President provides input and feedback on proposed changes.

This performance management initiative is the result of various inputs, pointing to the need to redesign the system. Employee satisfaction survey data indicates a need for an employee performance system that outlines performance expectations, provides meaningful feedback to employees, and evaluates employees based on their accomplishment of performance expectations. Performance management was identified as an important area for improvement during the Bank's strategic planning efforts in the fall of 2009. A pilot performance management system will be launched in October 2010 to test the implementation of the system.

AFGE's involvement in this initiative demonstrates the Bank's commitment to a credible and transparent process to ensure employee acceptance of the redesigned performance management system.

In addition to AFGE's involvement in the performance initiative, the Chief Human Capital Officer and the AFGE President meet quarterly to discuss matters of mutual interest. Matters discussed in these meetings that require further resources are supported to foster workforce improvements.