

## Executive Order Compliance

### **IMPLEMENTATION OF THE PRESIDENT'S EXECUTIVE ORDER 13522, CREATING LABOR-MANAGEMENT FORUMS TO IMPROVE DELIVERY OF GOVERNMENT SERVICES, DATED 12/9/09**

#### **OVERSEAS PRIVATE INVESTMENT CORPORATION and AFGE LOCAL 1534**

Background: While its programs have existed since the end of WWII, the Overseas Private Investment Corporation (OPIC) was not formally established as an independent government-owned corporation until 1971. Immediately before OPIC was established, its programs and the employees dedicated to those programs were in the Agency for International Development (A.I.D.) and were represented by the American Federation of Government Employees (AFGE) Local 1534. When OPIC was established, the employees remained in this local. OPIC and AFGE negotiated a separate Agreement covering OPIC bargaining unit employees – the current version entered into on May 7, 1993.

AFGE represents all employees of OPIC except student workers and those positions excluded by 5 USC 7112(b). OPICs bargaining unit members consist of 100 employees, almost half of OPIC's employee population (total population is 205 employees). All OPIC employees are duty stationed in Washington, DC at OPIC headquarters located at 1100 New York Avenue NW, Washington DC. Currently, there are two AFGE officers (the Vice President and Second Vice President), a Chief Steward and Stewards. As a result of OPIC's small size and congenial environment, many labor-management interactions are conducted in an informal manner. Management and union officials have easy access to each other. Management and the Local are committed to the continued work to maintain a positive relationship (atmosphere of cooperation, mutual trust, and understanding).

#### **Part I – Baseline Assessment of Labor-Management Relations in the Agency.**

1. Through an analysis of data generated from employee focus groups (conducted with outside facilitators) to address 2009 OPIC employee survey data, specifically relating to OPIC employee satisfaction.
2. Through an analysis of data generated from the upcoming 2010 Employee Viewpoint Survey. This survey will address the following areas: Leadership and Knowledge Management; Results-Oriented Performance Culture; Talent Management; and Job Satisfaction.

3. Through an analysis of data generated from union and HRM representatives (those who have participated in and have direct knowledge of the collective bargaining, consultation, negotiation and grievance processes) in a mutually agreed upon method and forum (conducted by a mutually agreed upon skilled facilitator) in order to assess the current state of labor relations in these areas within OPIC (includes pre-decisional union involvement in workplace issues, labor-management interaction, information exchange, use of dispute resolutions, etc.).

**Part II – Establishment of Labor-Management Forums.**

1. OPIC management and AFGE executed an OPIC Labor Management Principles Agreement on November 16, 1994 that established two levels of Labor-Management Forum Councils with the goal of working together, to ultimately involve labor and employees in pre-decisional workplace issues and help OPIC perform at a higher level and reduce costs. The Labor-Management Forums will help in effectuating this goal by generating mutual trust, respect, cooperation and understanding, to proactively identify, discuss, resolve differences and endeavor to develop solutions jointly, between management and the union. This existing agreement shall remain in effect until the Labor-Management Forums are established in compliance with Executive Order 13522.

2. The parties will work together to update and amend the existing OPIC Labor Management Principles Agreement to include among other things, the establishment of additional labor-management forums, specify the structure of; timing of; overall administration of (to include records keeping, determining agendas, official time issues; and training) for the OPIC Labor Management-Forums.

**Part III – Developing Metrics for Monitoring Improvements**

1. The parties have agreed to work together to establish appropriate metrics and measurements to evaluate the success of the labor-management forums initiative. They will examine, at a minimum data gathered from OPIC employee focus groups; the OPIC 2010 Employee Viewpoint Surveys (and ongoing employee surveys); the agreed upon union and HRM survey and focus group; and any other relevant survey data that address initiatives which have an impact on employee satisfaction (such as the Maxi-flex survey; Snowstorm Survey, etc...). The parties will use this data to address areas that can be improved upon with the ultimate goal of improving OPIC's overall performance, reducing costs and any other areas identified as relevant by the labor-management forum's participants..

2. The parties will work together to address metrics and measurements developed and issued by the National Council on Federal Labor-Management Relations for the purpose of evaluating the effectiveness of the labor-management forums.

**Part IV– Resources**

1. In view of the small size of the Agency (205 FTEs) the parties expect that the commitment of resources (other than the time and training initiatives to assist in such areas as providing understanding of the requirements set forth in Executive Order 13522, the guiding principles, and tools and training opportunities that could assist with problem-solving and conflict resolution, i.e. ADR) necessary to continue and enhance collaborative labor-management relations should be relatively small.
2. To the extent that additional Agency resources are necessary (i.e. training expenses; travel in connection with forum meetings), the necessary funds should be available from Agency operating funds.