

**E.O. 13522 IMPLEMENTATION PLANS  
BEST PRACTICES**

**E.O. 13522 Implementation Plans - Best Practices**

Required in Executive Order 13522					OMB
All unions with national consultation rights consulted in establishing plan	(i) Agency will conduct a baseline assessment of the current state of labor relations within the department or Agency	(ii) Agency has established labor-management forums	(iii) Agency will work through forums to develop metrics to monitor improvements in areas such as labor-management satisfaction, productivity	(iv) Agency's plan for devoting sufficient resources to the implementation of the plan	Develop mission-linked or process-improving performance goals
Mgt/Union entered into Partnership Agreement (PP 1.2) [NCUA]	Baseline assessment conducted by an independent third party.(P.2, ¶1) [GSA]	Management may adopt Local union suggestions on non-negotiable matters as local management policy. Forum recommendations or agreements shall be documented and signed within a Memorandum of Agreement (MOA) (P.5) [NASA]	Use of Surveys (PP 2-4) [DOEd]	All partnership Council members trained on group dynamics, decision making, and conflict management (P.3) [NCUA]	Reflects collaboration between union and management (P. 2-3) [DOEd]
	Conduct survey of stewards and chapter officials; labor-relations employees, and national & field office employees who interact in the labor-management context (P.1) [NCUA]	Timelines (P.2) [OPM]	The Director of MSPB Office of Policy and Evaluation (OPE) will assist a Joint Task Force of PA and Management Officials to develop appropriate metrics. (PP 5-6) [MSPB]	Assigning personnel to support Forum, allocating budget to include joint training, meeting facilitation, communication methods, etc., allowing adequate official time (P.3) [PBGC]	Forums review 2009 – 2014 Strategic Plan and Performance and Accountability Report for 2009 to determine what goals to establish, which should link to the agency's goals, and how they can best be accomplished to assist the agency in improving its overall performance (P.3) [FTC]
	Conduct focus groups and surveys to determine the managers, supervisors, and BU employees' knowledge of LR (P.1)		CBU National President and Agency Chairman jointly address workforce on partnership initiatives (P.2) [NCUA]		CBU National President and Agency Chairman jointly address workforce on partnership initiatives (P.2) [NCUA]
	Timelines (P.5) [OPM]		Strategic Mgt staff participate in establishing metrics (P.2) [NTSB]		Set Follow-up Dates (P. 10) [Peace Corp]
	Agency uses yearly All Employee Survey (AES) to measure employee satisfaction re: job satisfaction, organizational assessment inventory, and culture (P.2) [VA]				Strategic plan promote a cooperative and productive work environment; supports new policies and programs; share information and exchanges views; and encourages joint and third-party training and support. (P.2-3) [VA]

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WORKSHEET #		1	4	3	7	8	6
AGENCY	Model Plan (Based on Format)	Required in Executive Order 13522					OMB
		All unions with national consultation rights consulted in establishing plan	(i) Agency will conduct a baseline assessment of the current state of labor relations within the department or Agency	(ii) Agency has established labor-management forums	(iii) Agency will work through forums to develop metrics to monitor improvements in areas such as labor-management satisfaction, productivity	(iv) Agency's plan for devoting sufficient resources to the implementation of the plan	Develop mission-linked or process-improving performance goals
DOEd					Use of Surveys (PP 2-4)		Reflects collaboration between union and management (P. 2-3)
FTC							Forums review 2009 – 2014 Strategic Plan and Performance and Accountability Report for 2009 to determine what goals to establish, which should link to the agency's goals, and how they can best be accomplished to assist the agency in improving its overall performance (P.3)
GSA			Baseline assessment conducted by an independent third party.(P.2, ¶1)				
HHS	YES						
MSPB					The Director of MSPB Office of Policy and Evaluation (OPE) will assist a Joint Task Force of PA and Management Officials to develop appropriate metrics. (PP 5-6)		

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<b>NASA</b>				Management may adopt Local union suggestions on non-negotiable matters as local management policy. Forum recommendations or agreements shall be documented and signed within a Memorandum of Agreement (MOA) (P.5)			
<b>NCUA</b>		Mgt/Union entered into Partnership Agreement (PP 1,2)	Conduct survey of stewards and chapter officials; labor-relations employees, and national & field office employees who interact in the labor-management context (P.1)		CBU National President and Agency Chairman jointly address workforce on partnership initiatives (P.2)	All partnership Council members trained on group dynamics, decision making, and conflict management (P.3)	CBU National President and Agency Chairman jointly address workforce on partnership initiatives (P.2)
<b>NSF</b>			Conduct focus groups and surveys to determine the managers, supervisors, and BU employees' knowledge of LR (P.1)				
<b>NTSB</b>					Strategic Mgt staff participate in establishing metrics (P.2)		
<b>OPM</b>			Timelines (P.5)	Timelines (P.2)			
<b>PBGC</b>						Assigning personnel to support Forum, allocating budget to include joint training, meeting facilitation, communication methods, etc., allowing adequate official time (P.3)	
<b>Peace Corp</b>	YES						Set Follow-up Dates (P. 10)
<b>SSA</b>	YES						

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VA			Agency uses yearly All Employee Survey (AES) to measure employee satisfaction re: job satisfaction, organizational assessment inventory, and culture (P.2)				Strategic plan promote a cooperative and productive work environment; supports new policies and programs; share information and exchanges views; and encourages joint and third-party training and support. (P.2-3)
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