



NASA's Labor-Management Forum & Pre-Decisional Involvement

Presentation to the National Council on Federal Labor-Management Relations

July 18, 2012

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Labor Unions at NASA

- NASA has 3 unions
 - International Federation of Professional and Technical Engineers (IFPTE)
 - American Federation of Government Employees (AFGE)
 - Washington Area Metal Trades Council (WAMTC)
- Collectively, these 3 unions represent 52% of the workforce
- IFPTE and AFGE have National Consultation Rights
- Collective Bargaining Agreements exist at the Center (sub-component) level
- 8 of NASA's 10 Centers have Unions



Union Distribution at NASA



		ARC	DFRC	GRC	GSFC	HQ	JSC	KSC	LaRC	MSFC	SSC
Union	Agency Totals										
AFGE	3,925				143		2,557	514	263	448	
IFPTE	5,694	923		1,339	1,732	205				1,495	
WAMTC	14				14						
Bargaining Unit Population	9,633	923	0	1339	1889	205	2557	514	263	1943	0
Total Employee Population	18,447	1,228	565	1,676	3,390	1,551	3,278	2,118	1,917	2,427	297

Data as of January 14, 2012

52% of workforce represented by Labor



Labor-Management Forums



- NASA has 9 Labor-Management Forums

Labor-Management Forum	Frequency
Agency	Bi-Monthly
Ames Research Center	Bi-Monthly
Glenn Research Center	Monthly
Goddard Space Flight Center	Quarterly
Headquarters	Monthly
Johnson Space Center	Quarterly
Kennedy Space Center	Quarterly
Langley Research Center	As needed
Marshall Space Flight Center	Quarterly



Before and After Executive Order 13522



- Before
 - Several Centers had Partnership Councils/Forums
 - One Center engaged in PDI before it was called PDI
- After
 - PDI has greatly increased since the EO was implemented
 - Higher level/more complex topics are addressed via PDI
 - Most PDI occurs outside of the formal LMF meetings
 - Labor participates in all Agency council meetings and has input into decisions made at the highest levels
 - Labor-Management relationship has strengthened due to collaborative interaction





Agency PDI Examples

- Changes to the Honor Awards Program
- Changes to science proposal processes
- Furlough Communications for all employees
- Emergency Notice and Accountability System
- Workforce Stress Snapshot
- Travel Card Salary Offset Process
- Labor Relations Policy
- Reorganization of two major organizations

NCR has been waived on all PDI topics.





Center PDI Examples

- Office reorganizations
- Furlough Planning and Communications
- Budget and Staffing reduction priorities and plans
- Building Lease Renewal and Renovation
- Early Out and Buy Out Plans
- Telework Pilots
- Center Services Budget Cuts
- Establishment of Employee Resource Groups





PDI Challenges & Solutions

- 18,000 decisions and 7 Labor representatives
 - Focus on big ticket items
 - We make mistakes – but we always fix it
- Education on the need to engage in PDI
 - Presentations/discussions on Labor Relations and EO 13522 to Agency Senior Managers
 - PDI Reference Guide/Best Practices
- Negative perception of PDI
 - Education on the PDI process
 - PDI Reference Guide/Best Practices
 - Reassurance from the Labor Relations Officer and sharing positive results
 - Continue building trust





PDI Best Practices

- The parties should have a common understanding of the issue(s) to be addressed.
- Trust between the parties, including the ability to be open, honest and transparent regarding the issues. Generally, parties with a highly adversarial relationship do not achieve success in the PDI process.
- Willingness by both parties to engage in a problem solving approach based on interest based principles, including respect for each party's interests and concerns.
- Mutual understanding of confidential issues and what must not be disclosed to others.
- Common expectations concerning results (e.g. increased productivity; improved working conditions; better mission accomplishment, improving employee morale).
- Bilateral agreement regarding implementation of decisions or other actions that should occur after PDI involvement has concluded.
- Shared understanding of the relationship between PDI involvement and statutory collective bargaining obligations.



Questions

