

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

Results of June 2011 Survey

(b)(1) Pilots Inventory

- Responses to the June 2011 survey, requesting an update of their responses to our March 2011 survey, were received from all 12 projects.
- As of July 2011, there are a total of 12 (b)(1) pilot projects. They are located in 9 different agencies and cover approximately 13,274 employees.
- *No new (b)(1) pilots since March report.*

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)?

Bottom Line Up Front

- Based on responses to these 6 questions, it appears that gradual progress is being made in:
 - Documenting each pilot
 - Establishing issues, goals, and metrics
 - Engaging in (b)(1) bargaining
 - Reaching formal agreement

1 – Is the pilot operational?

- All 12 pilots continue to report that they are operational – i.e., a bargaining team of agency management and union representatives has been identified and the team is engaged in efforts to advance the work of the pilot.
- *No change from March.*

#2 – Is the pilot documented?

- All 12 pilots have been formally documented in either a charter, an MOU, a letter to employees, or other format.
- *In March only 7 of the 12 projects had been documented.*

#3 Progress in establishing goals and metrics?

- All 12 pilots report progress in establishing baseline issues, goals, and metrics.
 - 10 pilots have submitted goals and metrics to the National Council
 - 2 pilots are making progress in developing goals and metrics; on-going discussions
- *In March only 8 of 12 pilots reported progress in establishing baseline issues, goals, and metrics.*

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

- 8 of the 12 pilots report that bargaining has taken place and most report additional bargaining since the last survey in March.
- *Only 5 of 12 pilots responded affirmatively to this question in March.*

#5 Outcome, including challenges of any bargaining?

- Of the 8 pilots where bargaining or discussions have taken place:
 - 7 report formal agreement has been reached
- *In March, only 4 of the 12 pilots reported a formal agreement had been reached.*
- No new bargaining challenges were reported.

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

- 10 of the 12 pilots report that staff has received training.
- 1 pilot indicates (as it did in March) that staff has not received training, but that the parties have a history of engaging in PDI.
- 1 indicates no training has occurred.
- *In March, only 9 of 12 pilots reported that staff had received training.*