

# Report to the National Council on Federal Labor Management Relations

## Work Group # 1 Implementation Plan Evaluation

July 7, 2010

# Members of the National Council on Federal LMR Working Group

- **Principals:**

- John Gage, President, AFGE;
- W. Scott Gould, Deputy Secretary, VA;
- David Holway, President, NAGE;
- Jane Holl Lute, Deputy Secretary, DHS

- **Staff assigned to review the plans:**

- Denise Biaggi-Ayer (VA)
- Karen Hilliard (DHS)
- Terry Rosen (AFGE)
- Mark Roth (AFGE)
- Gina Lightfoot-Walker (NAGE)
- Leslie Wiggins (VA)

# Work Group Activities

- Provided feedback and guidance to three agencies whose plans were determined to need additional work
- Conducted review of two agency plans based on additional information received

# Criteria for Implementation Plan Review

- **Does the plan state that all unions with national consultation rights were consulted in the establishment of the plan?**
- **At a minimum, are forums established at the levels of recognition within the organization or does the plan address how forums will be established at levels of recognition?**
- **Does the plan describe how the department or agency will conduct a baseline assessment?**
- **Does the plan identify a process to develop a limited number of mission-linked or process-improving performance goals?**
- **Does the plan identify how the department or agency will work with the unions to develop metrics to monitor improvements?**
- **Does the plan indicate that the agency will devote sufficient resources to the implementation of the plan?**
- **Pilot volunteer for 5 U.S.C. § 7106 (b)(1)**

# Status of Department or Agency Plans

- 48 Department or Agency Plans have previously been determined to meet the requirements of E.O. 13522
- The following agency implementation plans now meet the requirements of E.O. 13522:
  - Armed Forces Retirement Home
  - Federal Election Commission
- The following agency implementation plan does not meet the requirements of the E.O. 13522:
  - Social Security Administration