

Work Group Report to the National
Council on Federal Labor Management
Relations on the Status of the Agency
Implementation Plans

May 5, 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 21 agencies whose plans were determined by Council to need additional work
- Reviewed supplemental information provided by above 21 agencies
- Conducted initial review of 5 agency plans not reviewed by full Council at April 7 meeting
- Determined whether resulting 26 agency implementation plans meet the Executive Order 13522 requirements

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)**

Department or Agency Plans Satisfying EO Requirements

(In addition to the 24 plans recommended by the Council
at their April 7 meeting as satisfying EO requirements)

Agency for International Development
Broadcast Board of Governors
Commission on Civil Rights
Court Services and Offender Supervision
Department of Commerce
Department of Defense
Department of Energy
Department of Interior
Department of Justice
Department of Labor
Department of State
Department of Transportation

Department of Treasury
Equal Employment Opportunity Commission
Environmental Protection Agency
Federal Energy Regulatory Agency
General Services Administration
International Trade Commission
National Archives and Records Admin
National Air and Space Administration
Railroad Retirement Board
Small Business Administration
Securities and Exchange Commission

Implementation Plans Not Yet Satisfying EO Requirements

- Armed Forces Retirement Home
- Federal Communications Commission
- Social Security Administration

Next Steps

- **For 3 agencies not yet meeting EO requirements:**
 - Co-Chairs return plan to agencies with guidance for improvement and resubmission within 30 days
- **For all Departments and Agencies:**
 - Proceed with regular Forum meetings
 - Conduct a follow-up review in 6 months to ensure that plans are implemented and recommend adjustments