

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

April 7, 2010

Work Group Charge

- Determine whether Department or Agency implementation plan meets the Executive Order 13522 requirements;
- Post plans for public comment;
- Provide feedback and guidance to Departments and Agencies;
- Provide recommended actions to the full Council.

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 Hillard (DHS)
- Terry Rosen (AFGE)
- Mark Roth (AFGE)
- Gina Lightfoot-Walker (NAGE)
- Leslie Wiggins (VA)

Departments or Agencies Satisfying EO Requirements

1	Commodities Future Trading Corp	13	National Endowment for Humanities
2	Corp for National Community Svc	14	National Labor Relations Board
3	Consumer Product Safety Comm	15	National Mediation Board
4	Dept Homeland Sec	16	National Science Found
5	Dept of Education	17	National Transportation Safety Board
6	EXIM Bank	18	Nuclear Regulatory Comm
7	Fed Mediation Conciliation Svc	19	Office of Personnel Mgmt
8	Fed Trade Comm	20	Overseas Private Inv Corp
9	HHS	21	Peace Corp
10	HUD	22	Pension Benefit Guarantee Comm
11	Merit System Protection Board	23	USDA
12	Nat'l Credit Union Admin * Pilot with NTEU	24	VA

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)**

Analysis of Areas for Improvement

	Executive Order Element Requirement not met or other certification concern	Frequency of Occurrence
1	Union involvement/consultation with plan development	13
2	Conducted baseline assessment of current state of LMR	5
3	Establishment of labor management forums	7
4	Development of metrics to measure improvements	4
5	Plan for developing sufficient resources	5
6	Level of Advisory Council co-chairs	1

Next Steps

- Communicate results to Departments/Agencies
- All Departments and Agencies should start Forums
- Require resubmission of those plans not certified in 10 days for subsequent review by subcommittee
- All Departments and Agencies should work to perfect the implementation plans
- Create working group to address issues with level of recognition
- Conduct a follow-up review in 6 months to ensure that plans are implemented and recommend adjustments