

Labor-Management Forum Reporting Tool – 2013 Results

In 2013, the National Council on Federal Labor-Management Relations' Problem Resolution Subcommittee developed the Labor Management Forum Reporting Tool with the following purposes: (1) providing a mechanism for labor management forums to bring specific problems to the attention of the National Council; (2) identifying common barriers; and (3) finding examples of best practices of successful forums. Although the subcommittee notes the results have [data limitations](#) and do not represent the experience of all agencies, unions, and forums, the reporting tool provided the National Council with valuable information in these areas.

The 2013 reporting tool was distributed via web link to unions and agencies and posed questions on topics such as: Do you have a forum? If you do, how is the forum working? If it is not working as well as you would like, what are the barriers? Are you engaging in PDI? If so, is PDI working? A total of 780 reports were collected between May 2013 and January 2014. The National Council has discussed the results at numerous meetings, and the actions described below have been taken in response to the 2013 results. For more detailed information about the 2013 results, please review this January 2013 [presentation](#) to the National Council (p. 3-10); and the [minutes](#) from the National Council's January 2013 meeting (p. 3-5; 7-8).

Development of New Resources for Labor-Management Forums

One significant barrier to success for forums, identified by the labor-management forum reporting tool, was issues concerning the pre-decisional involvement process. In 2014, the National Council released the following resources and tools to assist forums with overcoming this barrier: [Frequently Asked Questions](#), [Pre-decisional Involvement Checklists](#), and a [Pre-decisional Involvement Outcomes Interactive Module](#). The National Council's Problem Resolution Subcommittee continues to look at other barriers identified through the reporting tool, and is in the process of developing new tools and resources to assist forums with these, as well.

Analysis and Inquiry Related to the 2013 Results

Representatives of the National Council conducted interviews with a small number of reporting tool respondents, representing both labor and management. The results of the interviews were discussed by the National Council at its July 2014 meeting (see [presentation](#) and discussion on pages 19-20 of the [minutes](#)). These interviews provided valuable insights into the differing perceptions that labor and management bring to the pre-decisional involvement process.

Referral of Requests for Training to the Federal Mediation and Conciliation Service

Reporting tool responses indicating that the respondents were interested in training were referred to the Federal Mediation and Conciliation Service for further action and assistance.

Improvements to the Reporting Tool (2015 Edition)

In response to the information gathered through the reporting tool and the follow-up interviews, the 2015 version of the labor-management forum has been revised and contains

new questions that seek both objective and subjective information related to the pre-decisional involvement process and the experiences of forum participants. Responses to these new questions should help the National Council to control for varying perceptions about PDI in its analysis of the 2015 results.