

General Services Administration Labor-Management Forum Success Story

Presentation to the
National Council on Federal Labor-Management Relations
May 20, 2015









Artificially Intelligent Computer Wins in 2011



How have/will these changes impact our workplace?

HAVE
BIG,
Hairy,
AUDACIOUS
GOALS.

thingsweforget.blogspot.com



Perception



Reality



March 2013: OMB issued its *Freeze the Footprint* guidance requiring:

- A Revised Real Property Cost Savings and Innovation Plan
- An Annual Agency Evaluation

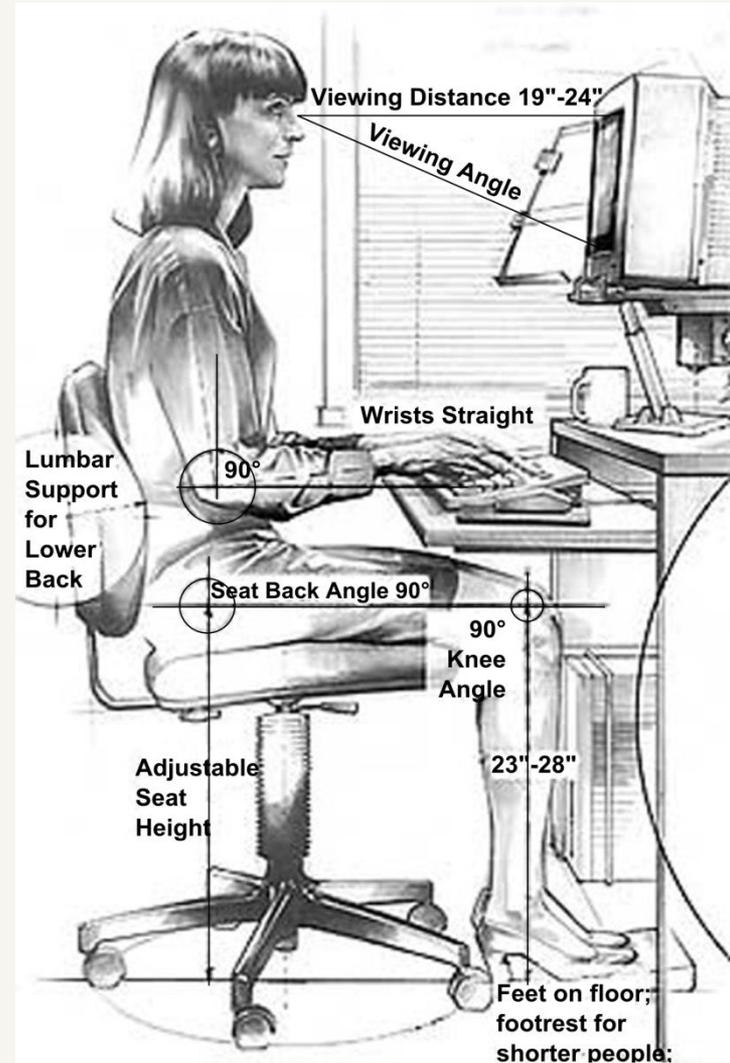


How will this work for me?

Pre-Decisional Involvement

GSA met with national representatives from AFGE & NFFE for 3 days in November 2013 with the following purpose and outcomes:

- Present the initiative/problem statement
- Establish open and clear communication
- Exchange ideas that will be used in the development of a national space allocation/implementation policy
- Develop recommendations for best practices and suggestions for policy components
- Identify and respond to questions & concerns



Acoustics | Privacy | Ergonomics

Internal Space Allocation Policy

GSA created an Internal Space Allocation Policy with Input its National Labor Unions, Regional Champions, Regional Commissioners, and Service and Staff Offices

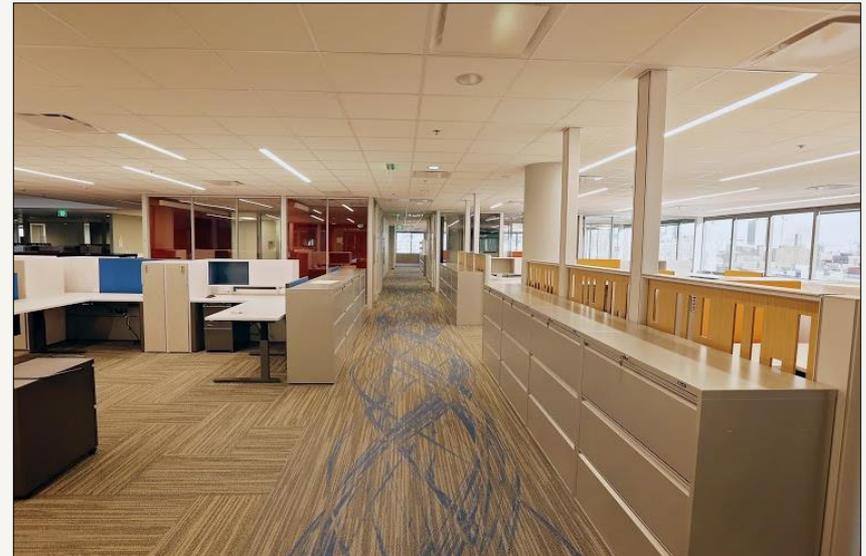
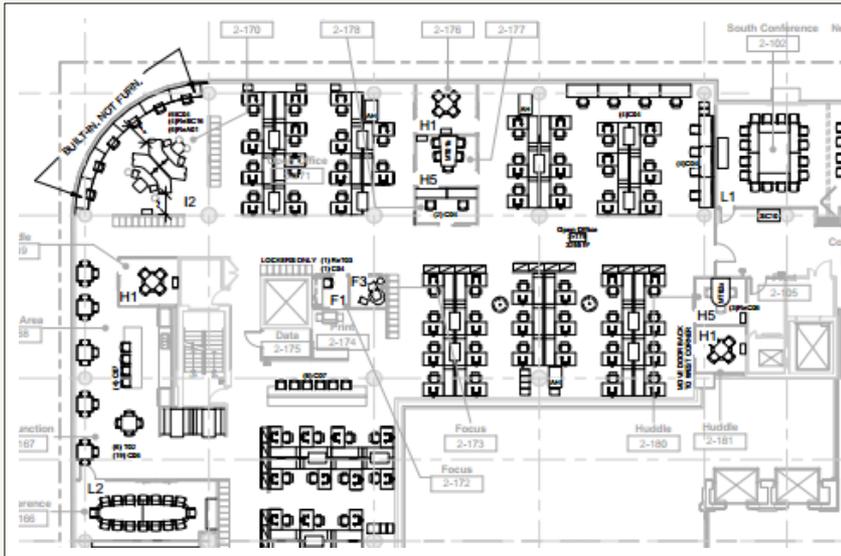
- Establishes clear roles and responsibilities
- Sets 136 usf/person allocation limit on all new projects
- Establishes a space utilization target of 70%
- Establishes workstations sizes
- Limits private offices
- Focuses on design quality, including privacy, acoustics and ergonomics

Pre-Decisional Involvement

GSA conducted a survey to solicit feedback from the Unions on the 3-day PDI session

100% of participants' rated the following a 5 out of 5

- I felt engaged and my ideas/input valued.
- The discussion topics were helpful and relevant.
- The content and design of the agenda was effective.
- The working group was a really positive experience.



**Region 6 Kansas City, MO
Regional Office (Lease)
Two Pershing Square**
Anticipated Completion: Q2, 2015

Before

- 264,653 USF | 284 USF/Per
- 1:1 Desk-sharing ratio
- (42) Workplace Scorecard

After

- 132,072 USF | 131 USF/Per
- 1.19:1 Desk-sharing ratio
- (97) Workplace Scorecard

\$12.7m

Total Cost (Estimated)

\$2m

Annual Rent Savings

8

Yr(s) Simple Payback

51%

Reduction in Space Allocation

103%

Improvement in Design Quality



More for Mission

- GSA's Headquarters consolidation eliminated approx. \$25 million in annual lease payments – equivalent to the cost of approx. 200 employees



What are the challenges ahead?



March 2015: OMB issued its *Reduce the Footprint* guidance requiring:

- A 5-year Real Property Efficiency Plan (Draft due July 10th | Final due Sept. 10th)
- A space design standard for office space
- Reduction targets for office and warehouse space