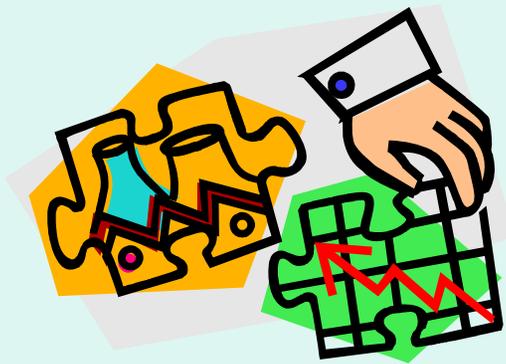


Problem Resolution Subcommittee



Presentation to the
National Council on Federal Labor-Management Relations
Washington, D.C., May 15, 2013

Problem Resolution Subcommittee Composition

Management

- Department of Defense
- Department of Veterans Affairs
- Office of Management and Budget
- Office of Personnel Management

Associations

- Federal Managers Association
- Senior Executives Association

Neutral Agencies

- Federal Labor Relations Authority
- Federal Mediation and Conciliation Service

Labor

- American Federation of Government Employees
- International Brotherhood of Teamsters
- International Federation of Professional and Technical Engineers
- National Association of Government Employees
- National Federation of Federal Employees
- National Treasury Employees Union
- Seafarers International Union

Problem Resolution Subcommittee Purpose

Assist Forums

- Provide help to ensure forums are established
- Assist forums that are established but struggling
- Help good forums go to the next level

Provide Training and Facilitation Clearinghouse

Identify Best Practices

Identify Barriers and Ideas to Resolve Them

Problem Resolution Subcommittee Activities

Developing

1. Forum Report

- To identify specific problem areas, common barriers and best practices

2. Forum Toolkit

- To provide access to information, resources and assistance geared toward LMFs' level of progress

Problem Resolution Subcommittee Forum Report

Forum Report launched on May 2, 2013

https://tags.fmcs.gov/4DAction/FC/DoAsynchTop?User-S9AE*5BD5*1523/10467

Designed to assess:

- Where problems may exist
- Common barriers to success
- Best practices



Reporting deadline May 31, 2013

Problem Resolution Subcommittee Forum Report

Screen Shot of Reporting Tool

The screenshot shows a web browser window with the URL `http://Facilitate.com`. The page title is "Labor-Management Forum Reporting Tool". The main content area contains the following text:

Please spend 10-15 minutes to report the current status of your labor-management forum, council or committee that supports the purposes of Executive Order 13522. Agencies are to submit one report per forum, council or committee. Unions are to submit one report for each bargaining unit per forum, council or committee. The information will be used by the National Council on Federal Labor-Management Relations to help you improve mission performance, workplace relations, and quality of work life.

You will be asked for a BUS code at the end of this survey. BUS codes are recorded in Box 37 of bargaining unit employees' "Notification of Personnel Action" Standard Forms (SF) 50. This information also can be found in the Federal Labor Management Information System at <http://apps.opm.gov/flis/start.aspx>.

You may contact us at (xxx) xxx-xxxx concerning any questions about the reporting tool or items contained herein.
Thank You!

Note: Wherever the word "forum" appears below, please answer the question about YOUR process even though your process might not be called a forum.

The reporting tool is structured as a table with two columns: "General" and "Response".

General	Response
Does the labor-management relationship about which you are reporting have a forum, committee or council in accordance with Sec. 3(a) (i) of <u>Executive Order 13522</u> ?	Reply Here ▾
If the parties do not use a forum, council or committee to accomplish the purposes of Executive Order 13522, do they use another process to do so? <i>If you selected Other, please specify below:</i>	Reply Here ▾
How often does the forum meet? <i>If you selected Other, please specify below:</i>	Reply Here ▾
How frequently does your forum engage in <u>pre-decisional involvement</u> (PDI)?	Reply Here ▾
Issues What issues has the forum worked on and what frequency?	
Mission accomplishment (e.g. Service quality, the work itself, making it faster, better, or more cost-effective)	Reply Here ▾

Problem Resolution Subcommittee Forum Toolkit

Create an on-line LMF Toolkit

- Access from www.lmrcouncil.gov
- Links to training, webinars, articles, best practices, agency and union resources, etc. organized into helpful categories
- Menu of possible LMF issues
 - User clicks on the one that best describes the issue
 - Links to selected resources tailored for that issue appear

NATIONAL COUNCIL ON FEDERAL LABOR-MANAGEMENT RELATIONS

MAIN ABOUT MEETINGS METRICS COUNCIL INITIATIVES AGENCIES TRAINING RESOURCES

Executive Order 13522 Labor-Management Forum Resources

DRAFT
Sample content

How can we help you?

CLICK ON A TOPIC BELOW

Start a Labor-Management Forum
Forums & Collective Bargaining
Information Access & Confidentiality
How to Choose Topics for Your Forum
Pre-Decisional Involvement (PDI)
Training
Success Stories!

[Click here](#)
to
request assistance with
your forum or PDI
process!

Training Resources (general)

- ◇ [Web-based Executive Order 13522 training now available government wide \(HRU.gov\)](#)
- ◇ [Council Training on Metrics featuring VA-AFGE \(YouTube.com\)](#)
- ◇ [Federal Labor Relations Authority \(FLRA.gov\)](#)
- ◇ [Federal Mediation and Conciliation Service \(FMCS.gov\)](#)
- ◇ [HRAcademy E.O. 13522 Presentation \(HRU.gov\)](#)

FLRA and FMCS Joint Training on Executive Order 13522

- ◇ [Joint Training \(FLRA.gov\)](#) 
- ◇ [Joint FLRA and FMCS Training Materials \(1 MB\)](#)
- ◇ [Train the Trainer \(17 KB\)](#)

Agency Training Resources

- ◇ [Department of Veterans Affairs \(VA.gov\)](#)

Union Training Resources

- ◇ [AFGE Guidance on forums and PDI \(AFGE.org\)](#)

Pre-Decisional Involvement (PDI)

- ◇ Overview of PDI
- ◇ PDI Quick Tips (YouTube)
- ◇ When to start PDI
- ◇ What are “all workplace matters?”
- ◇ When to share new issues with the union so the parties can effectively engage in PDI

Return to TOP

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Problem Resolution Subcommittee

Forum Toolkit cont'd

- New material development (“Quick Tips”)
 - PDI
 - Overview completed
 - Interplay between collective bargaining and PDI
 - Protecting Confidential Information in PDI
 - Metrics (choosing mission performance metrics)
 - Best Practices (success stories)
 - Employee engagement
 - Building Trust
 - Myth busters/FAQs

Problem Resolution Subcommittee Forum Toolkit cont'd

- Preview PDI Overview Quick Tip

Executive Order 13522
Pre-Decisional Involvement



Objectives:

- ▶ What is Pre-Decisional Involvement (PDI)?
- ▶ When do you do it?
- ▶ How does it work?
- ▶ What do you do when you're done with PDI?

NATIONAL COUNCIL ON
FEDERAL LABOR-MANAGEMENT RELATIONS

Next Steps

1. Encourage Forum Reporting
2. Assess Report Results
3. Continue to develop LMF Tool Kit
 - a. Work with OPM IT to launch Tool Kit web page
 - b. Populate web page with existing resources, and newly created resources
 - c. Continue to develop Quick Tips on key topics
 - d. Develop on-line assistance request form and protocols for handling assistance requests