

# Problem Resolution Subcommittee

Presentation to the  
National Council on Federal Labor-Management Relations  
September 17, 2014

# 2013 LMF Reporting Tool

- General questions
  - Do you have a forum?
  - How often does it meet?
  - How often does it engage in PDI?

# 2013 LMF Reporting Tool

- Categories – how often does your LMF work on these issues?
  - Mission Accomplishment
  - Employee Satisfaction
  - Employee Engagement
  - Labor-Management Relations
  - Other

# 2013 LMF Reporting Tool

- Barriers
  - What are the most significant barriers presently encountered by the forum?
  - Trust or relationship issues
  - Scheduling
  - Process
  - Funding
  - etc.

# 2013 LMF Reporting Tool

- Demographics
  - Name, address, phone number
  - Labor or management
  - Which Agency/Union
  - Geographic area covered by forum
  - BUS code

# 2015 LMF Reporting Tool

- Pre-Decisional Involvement
  - How often do you engage in PDI?
    - # of times in past year
    - Was it enough? Not enough? Too much?
  - What specific issues did you address?
    - Check all that apply
    - Were these important issues? Unimportant?

# 2015 LMF Reporting Tool

- Pre-Decisional Involvement (*cont.*)
  - When was the Union brought in to PDI?
    - As early as managers; after managers had some discussion; after some options raised; after a tentative decision reached; after final decision reached
    - Early enough to have meaningful input; too late for meaningful input
  - How often has the Union initiated PDI?

# 2015 LMF Reporting Tool

- Pre-Decisional Involvement
  - Outcome of PDI Process
    - I think an appropriate outcome is
      - Full agreement on all issues
      - Input on decision/agreement on impact & implementation
      - Input on decision/impact & implementation bargaining later
      - Other
    - When I have engaged in PDI the *most common* outcome was...

# 2015 LMF Reporting Tool

- New Demographic Questions
  - Names of Union and Agency representatives
  - What level is the forum at?
    - Above, below or at the level of recognition
    - Link to information describing what “level of recognition” means
  - Additional instructions explaining Bargaining Unit Status (BUS) code