

Problem Resolution Subcommittee

Presentation to the
National Council on Federal Labor-Management Relations
January 20, 2016

Tool Kit Working Group

PDI Incentives

- **Goal:** To encourage the use of Pre-Decisional Involvement by developing tools for parties who haven't tried PDI and/or are using it but would like to expand or increase their engagements.
- **Current Projects**
 - **Lessons Learned Narratives Tool**
 - **Reducing Barriers and Creating Accountability Interactive Module**

PDI Incentives Working Group

- **Lessons Learned Narratives**

- The groups that have presented their success stories to the National Council have been asked questions concerning the lessons they have learned about successfully using PDI.
- Their answers, along with minutes from their presentations to the National Council, have been used to develop three user-friendly deliverables for posting on the National Council website. These are listed below and illustrated in the following slides.
 1. Labor-Management Forum Success Story Presentations
 2. Synopsis of Lessons Learned About PDI
 3. Lessons Learned Questionnaire Responses - Compilation Report

Labor-Management Forum Success Story Presentations

National Council on Federal Labor-Management Relations
Labor-Management Forum Success Story Presentations

Department of Homeland Security, Immigration and Customs Enforcement and AFGE- March 2011.....	1
Department of Agriculture, Office of General Counsel and AFGE – March 2011	2
Office of Personnel Management and AFGE Local 32- March 2011	3
Department of Commerce and NWSEO- May 2011	5
Securities and Exchange Commission and NTEU Chapter 293- June 2011.....	7
Department of Veterans Affairs, Houston Regional Office and AFGE Local 1454- March 2012	10
Naval Sea Systems Command and Hawaii Metal Trades Council- May 2011.....	12
Nuclear Regulatory Commission and NTEU Chapter 208 – March 2012.....	14
National Aeronautics and Space Administration and IFPTE Local 9- July 2012.....	15
Naval Sea Systems Command and Metal Trades Department- September 2012	18
Federal Aviation Administration and NATCA- January 2013	24

Synopsis of Lessons Learned About PDI

Lessons Learned from Labor-Management Success Stories

The National Council on Federal Labor-Management Relations frequently hears from successful labor-management partners at its public meetings. In 2015, the National Council asked its previous success story presenters to answer a series of questions about their use of pre-decisional involvement (PDI), their labor-management relationships, and the advice they would offer to other labor-management groups. This document provides a brief summary of the responses received.



General Trends

- All respondents indicated information was shared while engaging in PDI. The information was shared via
 - Meetings

Examples of union involvement included:

- Joint meetings at the beginning of the planning cycle prior to committing anything to paper
- Weekly meetings through a labor management forum

Lessons Learned Questionnaire Responses - Compilation Report

National Council on Federal Labor-Management Relations Lessons Learned Questionnaire - Aggregate Responses

<i>Respondent is a representative of</i>		Response Percent	Response Count
	Labor	56%	9
	Management	44%	7
<i>On what subject or subjects was PDI used?</i>	<ul style="list-style-type: none"> - 2013 Furlough - Apprentice Program - Bonuses Plan - Change Of Duty Station - Changes To Productivity Count System - Emergency Workers - Evaluation Policy Implementation - Footwear - Labor Management Quarterly Meetings - Methods Of Moving Staff To Different Buildings/Floors And Choosing Workspaces - Office Design - Office Selection - Parking For Staff - Partnership Meetings - Performance Appraisal Plan And Bonuses 		

PDI Incentives Working Group

- Reducing Barriers and Creating Accountability

Action Item(s):

- Research current feedback from labor/management forums on potential barriers to and incentives for PDI engagement.
- Develop tools to assist both labor and management to overcome barriers and increase partnership accountability for PDI.

Status:

- Group has met several times and has
 - Identified a list of barriers
 - Developed suggested tips for overcoming each barrier
 - Identified resources to help overcome each barrier
 - Identified an interactive module format for users
- Group is refining the work and developing a tool for posting to the National Council website.

Proposed Council Communications Plan

What is the issue?

- Interested parties' lack of awareness of Council resources, tools, training materials, upcoming reporting deadlines, and meetings
- Working groups do not have consistent or effective strategies to disseminate new information

Proposed Council Communications Plan

How can we solve it?

- Engage Council members' staff who have experience in developing effective communication strategies to various stakeholders
- Evaluate the potential utility of the various communication strategies as they relate to the Council's goals
- Develop communications plan for disseminating Council information

Proposed Council Communications Plan

What do we need?

- Approval from Council to move forward
- Assistance from Council members in identifying staff with experience in communications to solicit ideas and resources for developing a strategy