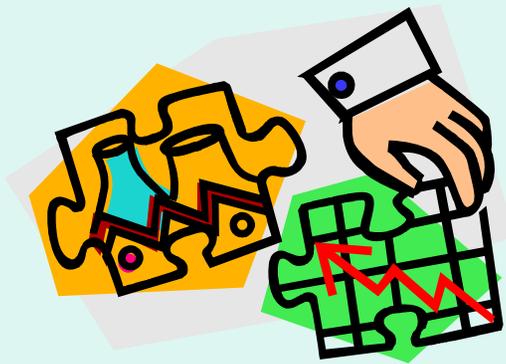


Problem Resolution Subcommittee



Presentation to the
National Council on Federal Labor-Management Relations
Washington, D.C., July 17, 2013

Problem Resolution Subcommittee

Management

DoD
VA
OMB
OPM
USDA-FS
FEMA
GSA

Management Associations

FMA
SEA

Neutrals

FLRA
FMCS

Unions

AFGE
Teamsters
IFPTE
NAGE
NFFE
NTEU
Seafarers
ACT

LMF Reporting Tool – Initial Results

- Beginning on May 2, 2013, forum participants were asked to complete the Labor-Management Forum (LMF) report, available at:

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

- First round of results tabulated on June 27.
- Report link remains active, and it is now collecting a second round of responses.

LMF Reporting Tool – Initial Results

- 459 total reports completed
- A reporting field asked respondents, “Do you represent Labor, Management or Other?”
 - 135 submitted on behalf of labor
 - 246 submitted on behalf of management
 - 39 submitted on behalf of “other” (this included facilitators)
 - The remainder did not answer this question

LMF Reporting Tool

Preliminary Data Analysis

- Primary barriers encountered by forums include:
 - 1) Trust or relationship issues
 - 2) Scheduling
 - 3) Communication
- Brief summary of the primary issues identified in the report's "comments" section:
 - 1) Requests for training (Executive Order, PDI)
 - 2) Trust and Relationship issues
 - 3) Communication issues
 - 4) Successes and failures

LMF Reporting Tool - Limitations Identified

- Low response rate (approximately 723 bargaining units covered by reports, out of more than 2,000).
- Lack of standardization in how respondents identified forums means in some cases, it will be difficult to match up labor and management responses for the same forum without contacting parties for more information.
- Most significant barriers may not be easily addressed by the National Council (e.g. scheduling).

LMF Reporting Tool - Issues for Discussion

- Further outreach to boost response rate
- Sharing information on results with the broader labor-management community
- Confidentiality issues

Tool Kit Resources Development

Adoption of MAX Information Technology

- Collaboration Tool
 - Work group members registered and trained
- Webpage Platform
- Database management and analytical tool

Tool Kit Resources Development

PDI

- Quick Tip overview posted at <http://www.lmrcouncil.gov/training/index.aspx>
- Interplay between collective bargaining and PDI
 - Work group organized, project underway, completion target September NCFLMR meeting
- Protecting Confidential Information in PDI
 - Work group organized, completion target TBD

Metrics (choosing mission performance metrics)

- Work group organized, completion target mid-October

Additional topics under consideration, including Best Practices, Building Trust, Success Stories, FAQ, Mythbusters

Next Steps

- LMF Report outreach
- Continue to develop information resources on key topics
- Develop on-line assistance request form and protocols for handling assistance requests
- Work with OPM IT to launch Tool Kit web page