

Problem Resolution Subcommittee

Presentation to the
National Council on Federal Labor-Management Relations
January 15, 2014

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

Labor-Management Forum (LMF) Reporting Tool

In 2013, the Problem Resolution Subcommittee developed the LMF Reporting Tool for the following purposes:

1. Provide a mechanism for LMFs to bring specific problems to the attention of the National Council
2. Identify common barriers
3. Find examples of best practices of successful forums

LMF Reporting Tool – Response

- Reports collected, May 2013 through January 2014
- 780 total reports received
 - 191 submitted on behalf of labor
 - 508 submitted on behalf of management
 - 45 submitted on behalf of “other” (such as facilitators)
 - Remaining respondents did not identify on whose behalf the report was submitted

Data Limitations

- Response rate is difficult to calculate
- Difficult to match up labor and management responses, based on lack of standardization in how respondents identified forums
- Difficult to control for responses covering forums that exist either at, above, or below the level of recognition
- All responses given the same weight, regardless of how many bargaining units or employees are covered by each report

LMF Reporting Tool Results

Does the labor-management relationship about which you are reporting have a forum, committee or council in accordance with Sec. 3(a)(i) of Executive Order 13522?

	Total	Labor	Mgmt	NR	Other
Yes	545	137	331	40	37
No	213	38	125	24	26
NR	18	1	0	17	0
Unsure	4	2	2	0	0

(shows numbers of responses contained in reports; some reports cover multiple bargaining units)

LMF Reporting Tool Analysis

- In analyzing responses related to frequency of use of pre-decisional involvement (PDI) and barriers, the group considered labor and management responses separately
- This was done by calculating percentages of responses received in each category (total, labor, management, no response, other)

An early section of the report asked respondents, “How frequently does your forum engage in [pre-decisional involvement](#) (PDI)?”

	Total	Labor	Mgmt	NR	Other
Constantly	8%	7%	11%	1%	2%
Often	36%	21%	42%	30%	44%
Not often	26%	31%	25%	14%	30%
Not at all	9%	21%	4%	7%	8%
Unsure	4%	4%	3%	6%	3%
No Response	18%	15%	15%	42%	13%

(numbers listed are percentages of responses received in each category (total, labor, mgmt, NR, other))

Section III of the reporting tool asked respondents, “What are the most significant barriers presently encountered by the forum? Or in the absence of a forum, have prevented a forum from being established. Please **do not** select more than three.”

	Total	Labor	Mgmt	NR	Other
Trust or relationship issues	19%	19%	21%	16%	13%
Scheduling	14%	7%	16%	14%	30%
Pre-Decisional Involvement Process	9%	16%	4%	10%	5%
Lack of Involvement of Decision-Makers	6%	12%	2%	8%	3%
Funding	5%	5%	4%	8%	0%
Decision making process	8%	10%	8%	8%	5%
Problem solving	4%	4%	4%	6%	3%
Communication	13%	10%	17%	6%	8%
Understanding Executive Order 13522	6%	7%	5%	6%	8%
Geographic dispersion	7%	5%	8%	13%	6%
Other	8%	6%	9%	5%	20%

LMF Reporting Tool Recommendations

- Problem Resolution Subcommittee would like to take the following actions:
 - Continue to develop resources and tools to help forums overcome barriers
 - Identify respondents in the following categories:
 - Where it is possible to match up reports from labor and management for the same forum or labor-management relationship
 - Where labor, management, or both parties seek assistance
 - Where there is no forum or working substitute
 - Give agencies and unions an opportunity, at the national level, to provide assistance to respondents
 - For forums reporting successes, attempt to identify best practices

Tool Kit Resource Development

Pre-Decisional Involvement (PDI)

- Interplay between Collective Bargaining and PDI
- Protecting Confidential Information in PDI

Metrics (assistance with identifying, tracking)

Metrics – Quick Tip

Executive Order 13522 Metrics

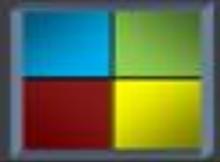


Objectives

- What Metrics are;
- Why Metrics are important;
- How to develop and use Metrics, and;
- Resources available to assist in Metrics efforts.

Metrics – Quick Tip

Executive Order 13522
Metrics



Tips and Guidelines for Developing Metrics



NATIONAL COUNCIL ON
FEDERAL LABOR-MANAGEMENT RELATIONS

Metrics – Quick Tip

Executive Order 13522 Metrics



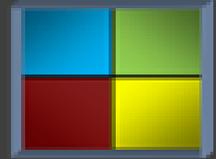
Identify Your Issue



- ⇒ *Identify Significant issues*
- ⇒ *Even those you may already be working on!*

Metrics – Quick Tip

Executive Order 13522 Metrics



Identify Your Goal



⇒ ***“Stretch” goals are encouraged!***

Metrics – Quick Tip

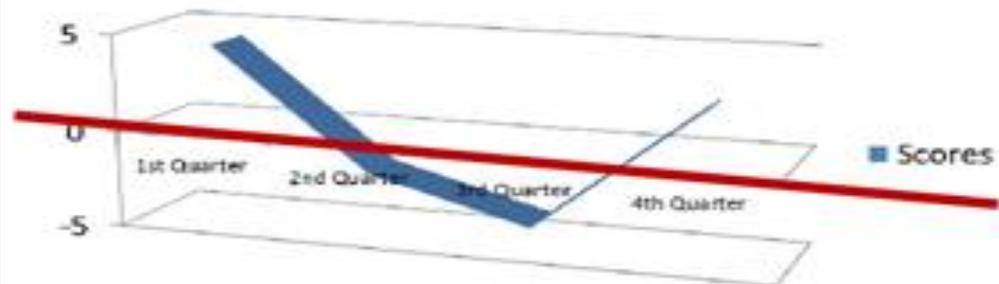
Executive Order 13522 Metrics



Identify the best way to measure progress



Project A



Metrics – Quick Tip

Executive Order 13522
Metrics

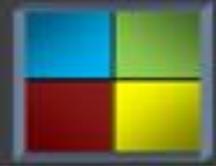


Collect and Consider Data



Metrics – Quick Tip

Executive Order 13522
Metrics



Record and Report the Outcome of Your Efforts



Problem Resolution Subcommittee

Questions?

