



# **Report to the President – (b)(1) Collective Bargaining Pilots**

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National Council on Federal Labor-Management Relations

Bill Dougan

January 18, 2012



# Background

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- Section 4(a) of E.O. 13522 provides for establishment of several pilot projects to evaluate the impact of bargaining over permissive subjects found at 5 U.S.C. 7106(b)(1)
  - 12 pilot projects established in 9 agencies covering over 14,000 bargaining unit employees
- Section 4(c) of E.O. 13522 provides that the Council submit a report to the President evaluating the results of the pilots and recommending appropriate next steps
- Report is due to the President by **May 1, 2012**



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## Workgroup Participants

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- **Bill Dougan, NFFE**
- **Carol Bonosaro, SEA**
- **H.T. Nguyen, FEA**
- Steve Keller, NTEU
- John Barkhamer, OMB
- Gina Lightfoot Walker, NAGE
- Leslie Wiggins, VA
- Denise Biaggi-Ayer, VA
- Darryl Roberts, DoD
- Teresa Briley, DoD
- Jessica Klement, FMA
- Daniel Vavasour, Treasury
- Jade Mariano, Treasury
- Sarah Whittle Spooner, FLRA
- Terry Rosen, AFGE
- Tim Curry, OPM
- Tom Wachter, OPM
- Amanda Jones, OPM
- Temple Wilson, OPM



# Workgroup Meetings

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- Initial meeting of workgroup December 7, 2011, with follow up dialogue via e-mail during December
- Workgroup drafted proposed outline of major topics expected to be covered in report, such as
  - Background/Introduction
  - Explanation of (b)(1) bargaining and pilot selection
  - Metrics
  - Analysis of pilots
  - Conclusions and Recommendations
- Workgroup decided to gather information by interviewing representatives of pilots



# Workgroup Meetings

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- Workgroup also developed written questions to provide all pilots. Questions cover such matters as:
  - Labor-management relationship
  - Preparation for bargaining
  - Bargaining
  - Metrics
  - Outcomes
  
- Workgroup began interviews of labor and management representatives from pilots in January 2012



# Pilot Project Initial Interviews

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- **January 4, 2012**
  - Commerce and NWSEO
  - Treasury and NTEU
  - OPM and AFGE
- **January 6, 2012**
  - Veterans Affairs, AFGE, and NFFE
  - Agriculture and AFGE
  - National Credit Union Administration and NTEU
- **January 10, 2012**
  - United States Marine Corps Maintenance Center, Albany and AFGE
  - DHS/ICE and AFGE
- **January 13, 2012**
  - DHS/FEMA and AFGE
  - DoL/OSHA and AFGE
- **Remaining pilots to be scheduled**
  - United States Marine Corps, Camp Pendleton and NFFE
  - DoL/OLMS and NULI



## Next Steps

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- Schedule initial interviews with remaining pilots
- Continue analysis of initial information provided by pilots
  - All pilots must report final results **by March 31, 2012**
  - Follow up interviews may be necessary
- Provide proposed and more detailed report outline to full Council at February 15 meeting for consideration
- Provide preliminary analysis and conclusions (if any) to full Council at March 21 meeting – assumes sufficient data has been provided in advance of March 31 deadline
- Provide proposed report to full Council at April 18 meeting for consideration