

IMPLEMENTATION PLAN FOR EXECUTIVE ORDER 13522
OF
THE U.S. COMMISSION ON CIVIL RIGHTS
AND
THE AFSCME, AFL-CIO, LOCAL 2478

Introduction. On December 9, 2009, President Obama requested that agencies provide a report to the National Council on Federal Labor-Management Relations on their plans to implement the directives outlined in his Executive Order 13522 on Creating Labor-Management Forums to Improve Delivery of Government Services. This document furnishes the requested information for the U.S. Commission on Civil Rights (USCCR). Also, as requested, this report was prepared with the involvement and input of AFSCME, AFL-CIO, Local 2478 (Union). The U.S. Commission on Civil Rights is a small agency with about 40 employees. The Union represents all agency bargaining unit Headquarters and Regional employees except those excluded by law. USCCR and AFSCME have developed a strong relationship built upon collaboration and trust, and we are accustomed to reaching mutual agreement on workforce issues or addressing business process changes without seeking the intervention or assistance of third parties. This relationship is the result of years of commitment by both parties who have invested a good deal of time and effort to forge such a productive interactive practice.

In our labor management discussions regarding the implementation of Executive Order 13522, we conducted a baseline assessment of the state of labor management relations within the USCCR. Both management and the union agree that the current state of labor management relations within the USCCR is positive and productive, as evidenced by the scarce number grievances and unfair labor practice charges that have historically been filed and the variety and breadth of suggestions, issues and business processes that we have been able to develop and implement based on agreements reached between the parties through meetings and discussions.

Establishment of Labor-Management Forums. The parties have drafted an agreement and are working together to establish a Labor-Management Council tailored to our unique organizational needs. The draft was based on a memorandum of understanding from May 1996 between the agency and the Union that established a charter for an agency Labor-Management Council. The Council, which will meet monthly, will have members from senior management and top Union officials. The agreement is expected to be finalized by the end of May 2010.

Through the Council we will recommit to supporting a cooperative labor-management group that will work together to allow the USCCR to meet our strategic goals while establishing a cooperative and productive forum for labor-management partnership.

Developing Metrics for Monitoring Improvements. The parties have agreed to work together, with the participation of the agency's strategic management staff to establish appropriate metrics to measure the success of the labor-management forums initiative. They have agreed to examine, as a minimum, use of the Office of Personnel Management employee survey, follow-up focus groups, development of supplemental questionnaires (to measure manager/employee satisfaction), and use of USCCR organizational assessments and performance and accountability reports as possible sources of metrics for assessing the initiative.

Resources. In view of the small size of the agency (approximately 40 FTEs), the parties expect that the commitment of resources (other than the time of the participants) necessary to continue and enhance collaborative labor-management relations will be relatively small. To the extent that additional agency resources are necessary, the necessary funds should be available from agency operating funds.

This implementation plan represents the agreements made by the union and The USCCR and is jointly submitted for consideration and certification by the National Council on Federal labor-Management Relations.

[signed] Martin Dannenfelser Date 4/14/10
Staff Director

[signed] Vanessa Williamson Date 4/14/10
President, AFSCME