

U.S. International Trade Commission (ITC)
and
Local 2211, American Federation of Government Employees,
AFL-CIO (Union)
Implementation Plan for Executive Order 13522: Creating Labor Management
Forums to Improve Delivery of Government Services

The ITC and the Union are pleased to jointly present our plan to create a labor-management forum under Executive Order 13522. This plan recognizes that the parties have built our relationship upon a long history of collaborative partnership to allow the Union pre-decisional involvement in workplace matters to the fullest extent practical for more than 15 years, to enhance the ITC's ability to fulfill its mission while preserving employee satisfaction and morale.

Baseline Assessment

Both management and the Union agree that the current state of labor management relations is positive, as evidenced by the small number of grievances and unfair labor practice charges that have been filed during the history of the partnership era, and the variety and depth of issues discussed in the current Labor Management Partnership Council. The parties have agreed to continue to monitor the grievance and unfair labor practice charge indicators, with any significant change from the current extremely low levels indicating a need to reassess the situation and to explore alternatives. In addition, the parties plan to analyze data from the 2008 Federal Human Capital Survey and the 2010 Employee Viewpoint Survey to provide a more detailed assessment of the current labor relations environment.

Establishment of Labor-Management Forum

The parties have drafted an agreement and are working to update the charter for the ITC Labor Management Partnership Council (LMPC), which was established in 1994. The LMPC will continue to meet monthly and will have members from senior management and top Union officials. Improvements will be made in communication and transparency of issues discussed with non member managers and bargaining unit employees. The agreement is expected to be finalized in April.

Development of Metrics

The parties have agreed to work together with the participation of the Office of Human Resources staff to establish appropriate metrics to measure the success of the labor-management forums initiative. They have agreed to examine:

1. Use of Office of Personnel Management employee questionnaire feedback;
2. Development of supplemental questionnaires if necessary;

3. The number and types of grievances filed by the Union or bargaining unit employees;
4. The number and types of unfair labor practice charges filed by the Union;
5. The use of Alternative Dispute Resolution (ADR) or third party assistance to address and resolve workplace issues for bargaining unit employees;
6. The number and types of issues addressed through the LMPC;
7. And the use of ITC organizational assessments and performance and accountability reports as possible sources of metrics for assessing the initiative.

Planning for Resources

In view of the small size of the ITC (approximately 410 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 should be relatively small. To the extent that additional agency resources are necessary (for example, travel in connection with forum meetings), the necessary funds should be available from Agency operating funds.

FOR LOCAL 2211, AMERICAN
FEDERATION OF GOVERNMENT
EMPLOYEES, AFL-CIO:

[signed] Cynthia D. Trainor

Date: April 10, 2010

FOR THE UNITED STATES
INTERNATIONAL TRADE
COMMISSION:

[signed] Stephen A. McLaughlin

Date: 4/13/10