Implementation Plan

NTSB/AFGE Local 2211

E.O. 13522, Creating Labor-Management Forums to Improve Delivery of Government Services

<u>Introduction</u>: This plan has been jointly developed by the National Transportation Safety Board (the Agency) and Local 2211 of the American Federation of Government Employees, AFL-CIO (the Union) as required by Section 3 (b) of Executive Order 13522, Creating Labor-Management Forums to Improve Delivery of Government Services. The Safety Board is a small agency with about 400 employees. The Union represents all Agency employees except those excluded by law and Administrative Law Judges.

Baseline Assessment of Labor-Management Relations in the Agency. During the past several years, the Agency and the Union have developed a constructive and cooperative relationship that has essentially reduced administrative litigation (i.e., unfair labor practice charges, institutional Union grievances and negotiations impasses) to zero. Accordingly, the parties have agreed to continue to monitor these indicators, with any significant change from the current low levels indicating a need to reassess the situation and discuss corrective action. Additionally, the parties will periodically review the status of the Agency's process for ensuring that the Union is predecisionally involved in Agency initiatives affecting the workplace to determine whether adjustments in that process are necessary.

Establishment of Labor-Management Forums. The parties have established a Labor-Management Cooperation Committee tailored to their unique organizational needs. The Committee, which meets monthly, comprises the Agency's Managing Director and Deputy Managing Director and the Union's Unit Vice President and Chief Steward, along with the agency's Labor Relations Officer, who serves as a resource person but does not participate in the consensus process. Additionally, the Committee meets semi-annually in Executive Session with the Agency Head (Chairman) and an additional Union representative in attendance. The Committee reaches decisions by consensus, with any matters with regard to which consensus cannot be reached referred to traditional labor-management processes (e.g., negotiations, grievance procedure, etc.). This forum is a continuation and extension of the previous series of

monthly meetings between the Managing Director and Union leaders, which has been very effective in keeping the Union informed and resolving matters of concern.

<u>Developing Metrics for Monitoring Improvements.</u> 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 Office of Personnel Management employee questionnaire feedback, development of supplemental questionnaires (especially to measure manager satisfaction), and use of NTSB organizational assessments and performance and accountability reports as possible sources of metrics for assessing initiative.

<u>Resources.</u> In view of the small size of the Agency (approximately 400 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 the NTSB		For AFGE Local 2211	
David L. Mayer	Date	Burton H. Simon	Date
Managing Director		NTSB Unit Vice President	