
MEETING MINUTES

Member Attendees

Chris Cummiskey/USM	Marcus Hill/FLETC	David Wright/AFGE (FPS)
Terry Rosen/AFGE National	Tae Johnson/ICE	Christopher Crane/AFGE (ICE)
Jonathan Levine/NTEU National	David Hess/NPPD	Demetrios Stroubakis/AFGE (USCG)
Catherine Emerson/CHCO	Robert Ball/TSA	Stacy Bodtmann/AFGE (TSA)
John P. Wagner/CBP	Curt Odom/USCG	Glenn Dockham/NTEU (CBP)
Tracy Renaud/CIS	Ken Palinkas/AFGE (CIS)	John Hiller/NTEU (CBP)
Corey Coleman/FEMA	Robert Autrey/AFGE (FEMA)	James Ruoff/NTEU (CBP)

Budget Update

OCFO provided a financial update for the year ahead. The key points regarding the Bipartisan Budget Act are that it splits the difference for the FY 2014 Appropriations providing \$1.012 trillion. This eases budget pressures by increasing budget caps in FYs 2014 and 2015. New sequesters were avoided by adding \$63 billion in savings found elsewhere. DHS 2014 net discretionary appropriations totaled \$39.3 billion. The President’s Budget for FY2015 was submitted to Congress in March.

Component Action Plans

Each component provided updates on their action planning driven by Federal Employee Viewpoint Survey (FEVS) and the Labor Management Relations Survey (LRMS) results.

CBP:

Both action plans for the FEVS and LRMS were championed by CBP leadership and labor leadership (NTEU and NBPC). The plans are primarily focused on improving employee work-life and improving the relationship between Component leadership and labor. CBP and NTEU plan to conduct a “Deep Dive” of the 5 problem areas identified by the FEVS.

CIS:

Both action plans for FEVS and LRMS were championed by CIS leadership and labor leadership. The FEVS action plan is centered around CIS’s Quality-Drive Workplace initiative which is focuses on improving employee morale by focusing on organizational mission. To address the issues identified in the LRMS, CIS will improve communication, explore the development of additional labor management forums, and improve LER customer service.

ICE:

The Co-chairs requested that ICE provide a joint presentation regarding FEVS and LMRS review and action plans prepared for the next LMF meeting.

USCG:

Both actions plans for FEVS and LRMS were championed by Component and labor leadership. In response to the FEVS results, Coast Guard will focus on improving employee recognition and communicating FEVS improvement initiatives. For the LRMS action plan, USCG will work to improve communication and employee perceptions. One method they will use is a Coast Guard Portal shared site for all USCG labor management forums.

FEMA:

Both action plans for FEVS and LRMS were championed by FEMA leadership and labor. Effective leadership and employee development were identified as problem areas by the FEVS. FEMA has enacted the “We Hear You” Campaign as well as the *Clean Slate* Project. The Component is changing its focus

from IDPs to its Strategic Plan. The LRMS results reveal that FEMA needs to address its deficiencies in collective bargaining. FEMA is looking to update all of its policies and collective bargaining agreements.

FLETC:

Both action plans for FEVS and LRMS were championed by FLETC leadership and labor. From the FEVS results, FLETC identified enhanced recognition and assessing employee learning and development needs as priorities. LRMS results revealed a need for supervisory training on interest based collective bargaining and the importance of maintaining Component LMF meeting schedules.

NPPD:

The Component reported that their plans were not finalized and offered to provide their update on or before the next DHS LMF meeting.

TSA:

The Co-chairs requested that TSA provide a joint presentation regarding FEVS and LRMS review and action plans prepared for the next DHS LMF meeting.

Closing Remarks

The Acting Under Secretary for Management indicated the DHS Secretary and Deputy Secretary would be briefed on the Component action plans. Some union members expressed concern about pre-decisional involvement (PDI). They recommended a focus on drilling down into components so issues can be handled at the local level. There was also a reminder about the importance of establishing metrics in order to show the improvements achieved when labor and management work together.