
MEETING MINUTES

Member Attendees

Alejandro Mayorkas/Deputy Secretary	Tae Johnson/ICE	Christopher Crane/AFGE (ICE)
J. David Cox/AFGE National	David Hess/NPPD	Demetrios Stroubakis/AFGE (USCG)
Dina Ruden /NTEU National	Robert Ball/TSA	Stacy Bodtmann/AFGE (TSA)
Catherine Emerson/CHCO	Admiral Mark Butt/USCG	Brandon Judd/NBPC
Michael J. Fisher/CBP	Ken Palinkas/AFGE (CIS)	John Hiller/NTEU (CBP)
Katherine Patterson/CIS	Robert Autrey/AFGE (FEMA)	Juan Cosme/NTEU (CBP)
Kelley Stevens/FEMA	Gary Vollmer/AFGE (FPS)	

Ebola Discussion

Dr. Kathryn Brinsfield, DHS Chief Medical Officer, briefed attendees on the Ebola outbreak; specifically the symptoms and means of transmission. The Office of Health Affairs is providing medical and health expertise concerning this topic. Forum members asked questions regarding guidance and precautions when interacting with the public. Dr. Brinsfield's information will be provided for addressing further questions.

Status of Negotiations

U.S. Customs and Border Protection, U.S. Citizenship and Immigration Services, and U.S. Immigration and Customs Enforcement discussed the status of their ongoing contract negotiations. Various forum members expressed concern about the length of the negotiation process. The Deputy Secretary requested a bargaining schedule, that includes what happens if bargaining fails, be provided to him in thirty days.

Federal Employee Viewpoint Survey

OPM surveyed 93,375 employees for the 2014 Federal Employee Viewpoint Survey and 46% responded. Results trended down and are close to 2008 numbers. The results from the Survey reveal that employees don't believe their voices are being heard. Plus, most do not feel that these scores will be used to improve the Department. Other areas of concern were trust in leadership and communication. Human Capital Assessment and Accountability Framework scores for the Department dropped by an average of 2 percent.

There was a discussion of actions taken in focus areas of transparency in hiring, awards and recognition, training and development, and accountability. Members recognized that while there are matters beyond our control, such as three years of pay freezes which lowered morale, continued efforts are necessary to improve engagement.

Labor Relations Survey

The 2014 Labor Survey was administered from June 24-July 15. There were 5,991 respondents. The results were similar to previous years. The way management and unions view certain processes/outcomes is still divergent in the areas of grievance process, collective bargaining, and the usefulness of information shared during joint meetings. A continued area of concern is the reported cases of employees feeling intimidated due to union involvement.

Continuation of Component 2013 Federal Employee Viewpoint Survey and Labor Management Relations Survey Analysis and Action Plan Reporting

TSA identified the following areas in need of improvement: Collective Bargaining Agreement implementation and training, communication, respect, accountability and follow up actions. TSA

presented an action plan to address the issues listed above. The status of the majority of the actions listed in the plan is ongoing.

ICE identified the following areas in need of improvement: Engagement on policies, joint labor law and CBA compliance/anti-retaliation training, coordinated calendar of engagement, pre-decisional involvement (PDI) on local/national level policies, follow through on action items, and enhancement of local labor management meetings. Solutions for these issues are either in development or have already begun.

USIS Breach

Forum members discussed this past summer's security breach that could have potentially compromised the PII of thousands of DHS employees. Department leadership has been very involved in resolving the issue. They were able to identify the at risk employees. These employees have been notified. DHS has set up a 1-800 number and offered financial counseling for those potentially affected.

The federal government has issued a stop order against the company where the breach occurred and is examining all contracts that handle PII.

Budget Update

The House and Senate Appropriations Committees approved the FY 2015 appropriation bills. The Department is operating under a continuing resolution through December 11, 2014. This allows the Department to function at FY 2014 appropriation levels and provides the flexibility to maintain ongoing operations related to unaccompanied Alien Children and Families with Children.