
MEETING MINUTES

Member Attendees

J. David Cox/AFGE National	Admr. Mark Butt/USCG	Demetrios Stroubakis/AFGE (USCG)
Colleen Kelley/NTEU National	Rendell Jones/CIS	Hydrick Thomas/AFGE (TSA)
Chris Cummiskey/USM	Richard DiNucci/CBP	Glenn Dockham/NTEU (CBP)
Catherine Emerson/CHCO	Susan Hasman/TSA	John Hiller/NTEU (CBP)
David Hess/NPPD	Thomas Homan/ICE	James Ruoff/NTEU (CBP)
Kathy Fields/FEMA	Christopher Crane/AFGE (ICE)	Robert Autrey/AFGE (FEMA)
Marcus Hill/FLETC	David Wright/AFGE (FPS)	

Budget Update

OCFO provided an update of the Department's current budget status. The continuing resolution that passed on October 17 was enacted through January 15, 2014. Unless Congress reaches agreement on changes to the Budget Control Act before then, a new FY 2014 sequestration is mandated to be ordered on or about January 15, 2014. DHS Components have been instructed to be conservative with their budget figures and to assume that they may continue to operate through FY 2014 at FY 2013 sequestered funding levels. Additionally, the Administration is proceeding with its plans to submit the FY15 President's Budget to Congress on February 3, 2014.

Labor Management Relations Survey

OCHCO briefed attendees on the latest Labor Management Relations Survey. The 2013 results were similar to 2012 and 2011.

Discussion during this presentation centered largely on what actions were being taken to address survey results. Members agreed that this issue needs to be on the agenda for the next LMF meeting. Each Component will have Labor and Management Representatives jointly review their Labor Management Relations Survey results, identify 2-3 areas for improvement, and develop an action plan to address the identified areas. Components will brief this item at the next DHS LMF.

Federal Employee Viewpoint Survey (FEVS)

The results of the 2013 FEVS were briefed. DHS continues to rank at the bottom of government agencies. It was among the lowest on all 4 HCAAF indices. Some DHS Components scored higher than the government average.

Each Component will have Labor and Management Representatives jointly review their FEVS results, identify 2-3 areas for improvement, and develop an action plan to address the identified areas. Components will brief this item at the next DHS LMF.

DHS LMF Metrics

The DHS LMF Metrics Working Group presented the status of the established for the four issues previously chosen by the LMF: Improving telework capability, support learning and development program, use employee feedback to influence policies, and enhance collaborative efforts to improve LMF. The telework metric was exceeded; the other metrics were not met. The metrics assessment will be submitted to the NCFLMR. The Department's Metrics Working Group will meet again in 2014 to review the DHS LMF metrics.

Electronic Talent Management System

The Department's new electronic talent management system which is currently under development. The electronic system incorporates both a learning management and performance management system. The contract was awarded in May 2013 to Visionary Integration Professionals (VIP).

DHS Merit Promotion Policy

Clarifying information was provided regarding questions about the area of consideration language in an early version of the draft policy. Members were advised the revised policy (Directive Number: 255-05) will be coming out soon.

DHS Real Property Management Directive and Instruction

The numbering for these documents is: 119-02 (Real Property Management Program) for the directive and 119-020-003 (Workplace Standard) for the instruction. The DHS Workplace Standard supports the President's 2010 memorandum regarding disposing of unneeded Federal real estate and aligns with the Office of Management and Budget (OMB) memorandum promoting efficient spending to support agency operations.

ICE Labor-Management Relations

ICE union DHS LMF member expressed concerns regarding local and national labor-management relations; describing the current state as an all-time low. They indicated there has been no pre-decisional involvement (PDI), nor traditional bargaining regarding the implementation of several policies; and contrasted their relationship to the relationship in NPPD.

ICE management DHS LMF member acknowledged there are labor relations problems within ICE and described the steps being taken to address matters. These steps included working with union leadership, improving monthly communication with employees, and labor-management relations training for supervisors and managers.

PDI Successes at Coast Guard

Coast Guard and union and management representatives jointly briefed the LMF on the successes the Component has had with PDI. Examples of USCG PDI successes: Major Reorganization and Sequestration.