
MEETING MINUTES

Member Attendees

Alejandro Mayorkas/D. Secretary	Brenda Lloyd/FLETC	David Wright/AFGE (FPS)
J. David Cox/AFGE National	Thomas Homan/ICE	Christopher Crane/AFGE (ICE)
Colleen Kelley/NTEU National	David Hess/NPPD	Demetrios Stroubakis/AFGE (USCG)
Catherine Emerson/CHCO	Robert Ball/TSA	Hydrick Thomas/AFGE (TSA)
John P. Wagner/CBP	Gary Rasicot/USCG	Andrew Langreich/NTEU (CBP)
Tracy Renaud/CIS	Ken Palinkas/AFGE (CIS)	Johann Garcia/NTEU (CBP)
Amber Lempke/FEMA	Freda McDonald/AFGE (FEMA)	Daniel Barra/NTEU (CBP)

OPM Cybersecurity Incident Briefing

The Forum received an overview of the actions that have been taken to address the recent cybersecurity breaches within DHS and at OPM. Members were advised all high value systems have had their security hardened. NPPD in partnership with OMB has established a series of steps to ensure all agencies will maintain proper cyber hygiene. LMF members expressed their concern for all employees, family members, and other individuals affected by the breaches. Unions expressed that more needed to be done in areas such as credit monitoring and insurance coverage.

Budget Update

The President's FY2016 budget request is an increase from last year. The House and Senate Appropriations Committees have recently marked up the FY 2016 DHS appropriations bill. Both House and Senate funded the overall government at sequestration levels, which is significantly lower than the President's budget. The expectation is that is that DHS will enter the next fiscal year with a continuing resolution for funding.

FEVS Action Plan Updates

With the exception of CBP, all Components in attendance presented actions plans used to address FEVS areas identified for improvement. The chairs requested that CBP management work with its labor counterparts and submit a complete, collaborative presentation.

CIS: Identified results oriented performance culture and performance management as FEVS areas in need of improvement. The CIS action plan included the Quality Driven Workplace Initiative, mentoring programs, focus groups, and a FAQ document for managers that provides guidance on interactions with local unions relative to the Quality Workplace program implementation.

FEMA: Identified Effective Leadership and Employee Development as areas that need improvement. FEMA has held focus groups, examined best practices, and practiced sharing resources to address effective leadership. FEMA also implemented the "Ask Us" program, the YOUROCK Campaign which consists mostly of peer to peer recognition, and increased leadership communications through town halls and digital messages. To address employee development, the component revamped individual development plans, organizational plans, and developed a FEMA-wide employee development strategy. An employee improvement engagement council was also created.

NPPD: Communication, leadership, accountability were the areas for improvement. Leadership courses, 360 evaluations, standardized work plans, and establishment of an ombudsman office, were the highlighted actions NPPD plans to take to address the identified problem areas.

USCG: Areas identified included: performance and award recognition, and communication on FEVS improvement initiatives. In the area of recognition, USCG will be implementing the “You Shine” program (peer to peer recognition), and providing managers education on administering employee awards. All employee awards are now publicly announced. In the area of communication, USCG is ensuring employees are informed regarding practical applications of FEVS information. Union leadership also meets the Commandant annually to discuss the state of the USCG.

FLETC: Employee performance recognition, learning and development, supervisory performance management competencies, and enterprise-wide communication were identified as areas in need of improvement. FLETC has started using TED talks on topics of interest and has selected an Ombudsman. FLETC has refined its non-monetary awards system, developed better individual development plans, established performance metrics, and improved manager workshops on performance management.

ICE: The component did not provide a joint presentation. Areas identified by management were communication, supervisory support of employee worklife, and the workforce’s ability to effectively perform their jobs. The union representative identified the issues of lack of communication with the human capital office, and the delay of policy implementation. The Deputy Secretary asked ICE labor and management to jointly develop and submit a top 10 priorities list.

TSA: Identified performance (collaboration and communication) as problem areas. Solutions include management providing prior notice of actions that will impact bargaining unit employees and holding monthly and quarterly meetings between labor and management. The union expressed concern regarding the current state of employee morale and the poor relationship labor has with management.

DHS Labor Management Forum co-chair Kelley expressed concern regarding the presentations and reminded forum members that presentations to the Forum are to be jointly prepared and presented.

Phased Retirement Implementation:

Members received an overview of the requirements and benefits addressed in the phased retirement law and the regulation. In addition, members were advised that the draft DHS directive and instruction had been coordinated with components and that comments were being adjudicated. The DHS policy will be provided to the national offices of American Federation of Government Employees and the National Treasury Employees Union for national consultation after appropriate internal coordination is completed.

Note: During this meeting, the Forum congratulated co-chair Kelley on her retirement and bid her a fond farewell. We thank Ms. Kelley for her contributions to the Forum and for her efforts to improve labor-management relations in DHS.