

## **MEETING MINUTES**

### **Member Attendees**

Rafael Borrás/USM	Dan Ragsdale/ICE	Paul Sumbi/NTEU-CBP
Jeff Neal/CHCO	Rendell Jones/USCIS	Demetrios Stroubakis/AFGE-USCG
David Borer/AFGE National	Jeffery Orner/USCG	Steve Hardman/AFGE-FEMA (phone)
Colleen Kelley/NTEU National	John Lenihan/TSA	Raymond Marsh/NTEU-CBP
George McCubbin/NBPC	Marcus Hill/FLETC	Glenn Dockham/NTEU-CBP
Albert Sligh/FEMA (phone)	Caitlin Durkovich/NPPD	Abdullah Shahbaaz/NTEU-CBP
Michael Fisher/CBP	Christopher Crane/AFGE-ICE	David Wright/AFGE-FPS

### **Welcome by the Co-Chairs**

Co-chairs Under Secretary for Management Rafael Borrás (standing in for S2), David Borer (standing in for John Gage) and Colleen Kelley welcomed DHS Labor-Management Forum members and advisors.

### **Metrics Update**

Members discussed the metrics selected by Components to gauge improvements. These metrics are reported to the National Council on Federal Labor-Management Relations. Members clarified the role of the Department in metrics creation, which is to provide assistance and support. The Members agreed to improving communication within the Department and with the Unions.

The next metrics-related task assignment is due Sept. 30 to OCHCO. The information will be compiled into a DHS report which will be submitted to the National Council on Federal Labor-Management Relations. Members will report to OCHCO how well their Components performed under the identified metrics and any enhancement or improvements they recognized along the way.

### **Telework Task Force Update**

The LMF representatives of the DHS Telework Task Force provided an update on its progress in implementing a robust telework policy across the Department. The task force includes smaller working groups that tackle different elements of implementation. The task force will work to finalize policy, create notifications to employees concerning their eligibility to telework by June 7th, develop interactive training, and make improvements to the current telework instruction and directive. The Task Force reminded the group that pre-existing local collective bargaining agreement provisions must be honored.

Members discussed the issue of revising the criteria for telework eligibility to include telework eligible activities conducted by those in telework ineligible positions. Some ineligible positions have eligible work (e.g. Border Patrol Officers still complete paperwork, but their positions are telework ineligible). The Telework Task Force will also work to improve the data available on telework, and gather information on the number of telework applications received, accepted and denied.

Members agreed that telework should be encouraged as a regular activity, not a one-time exercise. Members also discussed the Telework Act and revisions to the Directive/Instruction to help managers understand COOP and eligibility.

### **DHS OIG Investigations Update**

Some Members recently met with the DHS OIG regarding lengthy investigations of employees and concerns over the type of investigations being handled by the DHS OIG. Concerns were raised that the group has not yet received any updates from DHS OIG on the status of the key cases identified by the Unions. Other due process issues were also raised. OCHCO will follow up with DHS OIG to get a timeline for providing an update.

### **TSA Election Update**

Results from the TSA election indicate that 44,000 Transportation Security Officers will be represented by either AFGE or NTEU. The runoff election will take place May 23rd through June 21st.

### **Feedback from Unions and Components Concerning Furlough Activities**

Members discussed lessons learned from the furlough preparation process that took place in April. Concerns were raised regarding the lack of information employees received and lack of timely information to the unions. USM Borrás created a tiger team to review internal procedures related to furlough preparation, and welcomes input from the Labor-Management Forum.

### **New Business**

- There are several instances where security re-investigations are being started late and/or employees are not being informed of when their investigation is completed. The Department will work to identify the issue and resolve.
- USCG and AFGE completed negotiations on their master labor agreement. CBP and NTEU also had a master agreement go into effect on May 11<sup>th</sup> and will begin working on implementation.
- Federal Mediation and Conciliation Services has trained many of FLETC's senior managers on Executive Order 13522. All of the FLETC managers will be trained by June 7.
- NPPD had its first Component Labor-Management Forum meeting last week, and is now in compliance with Executive Order 13522.
- Some Members expressed concern regarding a DHS employee who had made statements to the media considered offensive to some of the Department's employees. The Department will determine the appropriate course of action.
- Forum Members need to provide OCHCO with a list of the individuals (with e-mail addresses) in DHS Components who should receive the 2011 Labor Relations Survey. The Labor Relations Survey will launch in August.

**Next Meeting:** August 31, 2011, from 1 p.m. to 4 p.m. at 111 Massachusetts Avenue, NW, Washington, DC.