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## **MEETING MINUTES**

### **Member Attendees**

Chris Cummiskey/DUSM	Jeffery Orner/USCG	Raymond Marsh/NTEU-CBP
Brian DeWyngaert/AFGE National	Marcus Hill/FLETC	Vanessa Newton/NTEU-CBP
Colleen Kelley/NTEU National	Mark Whetstone/AFGE-CIS	Glenn Dockham/NTEU-CBP
Catherine Emerson/CHCO	Christopher Crane/AFGE-ICE	Ezequiel Rodriguez/NTEU-CBP
Albert Sligh/FEMA	Paul Sumbi/NTEU-DHS	Abdullah Shahbaaz/NTEU-CBP
David Morrell/CBP	Demetrios Stroubakis/AFGE-USCG	
Rendell Jones/USCIS	Steve Hardman/AFGE-FEMA	

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

Co-chairs Deputy Under Secretary for Management Chris Cummiskey (for S2), Brian DeWyngaert (for John Gage) and Colleen Kelley welcomed DHS Labor-Management Forum members and advisors.

Chris Cummiskey introduced Catherine Emerson, the new Chief Human Capital Officer for DHS, to the Forum members.

### **Employee Viewpoint Survey**

Patrick Curtin from OCHCO briefed the forum on the 2011 Employee Viewpoint Survey (EVS). The overall DHS response rate of 52% was higher than the average government-wide rate of 49%. Mr. Curtin reported that the Office of Personnel Management (OPM) will deliver preliminary EVS results to agencies and publish in mid-September. Forum members requested to see information broken down by component. Mr. Curtin indicated he believed OPM would not break the information down further than agency level. Forum members agreed to request OPM break the information down in future surveys. Ms. Emerson asked forum members to encourage participation in future surveys. Forum members noted that participation would be encouraged if employees saw their comments generated change.

### **Labor Management Relations Climate Survey Results**

Mr. Curtin presented a summary of the 2011 Labor Management Relations Climate Survey results. This year, efforts were made to increase response rates and reduce the number of undeliverable surveys. However, the response rate decreased from last year.

Some of the strengths identified in the survey were that training efforts were bolstered since last year, positive views of the grievance process increased significantly, and there was an increased awareness of collective bargaining agreements. Some of the weaknesses were a growing divergence in opinions between labor and management, and neither supervisors nor union representatives are satisfied with the outcome of collective bargaining. Forum members expressed concern about a sizeable increase in the number of respondents who fear reprisal for union activity. Members were alarmed by the deteriorating relationships noting that in some cases the deterioration has resulted in withdrawals from forum participation, with two AFGE members withdrawing from the DHS LMF. Members agreed to delve into survey results and identify ways to improve the labor climate, individual component results will be provided before the November meeting. Ms. Emerson asked to meet individually with forum members to discuss improvement of the Labor Management Relations climate.

### **Budget Update**

Gary Burns from the Chief Finance Office gave a presentation on the budget. Currently, DHS is closing out the FY11 budget and also working with Congress to enact its FY12 budget submission. It is estimated that DHS will operate under a continuing resolution for approximately two months until Congress finalizes the FY12 budget.

Mr. Burns indicated the upward trajectory DHS experienced in every year of funding since establishment will cease. It was noted that disaster funds will be released to DHS in the wake of Hurricane Irene. The budget presentation was well received and members asked for additional budget discussions with a focus on employee impact. Forum members will receive additional budget information during the November meeting.

### **Union Official Time Report**

Carmen Livoti from OCHCO presented the DHS FY 2010 Official Time Report. OPM will utilize this information when it compiles the government-wide report which provides the government-wide average number of hours per bargaining unit employees. Ms. Livoti noted that the DHS average has been lower than the government average in the past three fiscal years. However, there was an increase in the DHS official time which generated concern. There were also questions about the coding process. There are codes for four categories: term bargaining, midterm bargaining, dispute resolution, and general labor relations which is a category used to code time that doesn't fit into the other categories. This last category had the largest increase in time coded. Ms. Livoti will look into concerns regarding compliance with the Official Time Report section of the DHS LMF Charter and questions about coding official time.

### **CBP Forum Establishment and Training Update**

David Morrell, CBP Executive Director Mission Support (OFO), reported on forum establishment and training at CBP. Two labor forums have established charters with NTEU and AFGE. A successful training program was developed in 2010 that was rolled out to all field offices over the past few months. There was discussion regarding Pre Decisional Involvement (PDI) with some members reporting they had heard managers in the field are waiting for guidance on the matter. Other forum members indicated they found the term self explanatory stating it means discussing matters with the union before decisions are made.

**Next Meeting:** November 29, 2011, from 1 p.m. to 4 p.m. at 500 12<sup>th</sup> Street NW, Washington, DC.