

## VA NATIONAL PARTNERSHIP COUNCIL STRATEGIC PLAN – ACTION PLAN

### **Goal 1:**

Support and promote labor-management relations by allowing union representatives to have pre-decisional involvement in workplace matters affecting bargaining unit employees, without regard to whether those matters are negotiable subjects of bargaining under 5 U.S.C. 7106(b)(1). Management should discuss workplace challenges and problems with labor and endeavor to develop solutions jointly.

### **Actions:**

1. Develop a joint understanding on what Pre-Decisional Involvement (PDI) is and how it works. Establish an NPC subgroup to build that understanding.
2. Present the joint understanding to the full NPC.
3. Present the NPC PDI approach to senior leadership.
4. Develop PDI training.
5. Train labor and management on what PDI is, how it works and its benefits.
  - a. Complete training of all VHA program offices and VISNs within twelve months of implementation.
  - b. Complete training of VBA districts within twelve months.
  - c. Complete training of NCA within twelve months.
  - d. Complete training of OI&T within twelve months.
6. Develop metrics to determine the success of the training.

### **Metrics:**

1. Completion of Actions #1 – 4 and #6 within two months of initiation.
2. Success of the training: How frequently was PDI used? How successful was the experience?

### **Goal 2:**

Provide advice and recommendations on policies, programs, and initiatives which affect bargaining unit employees and customer service.

### **Actions:**

1. Establish one or more subcommittees for each recommendation made by the NPC to provide oversight of the implementation of the recommendations.
2. Establish one or more subcommittees to operate between NPC meetings to provide oversight and recommendations concerning the employee experience in

the following: HR, OWCP, OIT, employee benefits, time and leave. The NPC can establish additional subcommittees as necessary. The subcommittees will report to the NPC on the outcomes or related actions.

3. Establish a subcommittee to provide screening functions to which presentations will be made at the NPC regarding content and length of presentations. The subcommittee will make recommendations on the agenda to the Co-Chairs.

**Metrics:**

1. Subcommittees will be established within six weeks of approval of the NPC Strategic Plan and Action Plan and will begin operation within one month of being established.
2. Subcommittees shall provide a progress report three months after commencing operations. NPC may determine when the subcommittees work is completed.

**Goal 3:**

Promote functional, collaborative labor-management relations including labor-management forums and/or partnerships, at the national, intermediate, and local levels.

**Actions:**

1. Establish labor-management forums in each administration level; for example: VHA, VBA, and NCA.
2. Establish a subcommittee to determine criteria to gauge the effectiveness of collaborative labor management relations in labor management forums and/or partnerships at the facility or higher level. Develop a survey to determine whether organizations meet the criteria.
  - a. Implement the survey.
  - b. Assess the survey results.
  - c. Contact organizations that meet the fewest criteria and offer assistance.
  - d. Provide assistance, as requested.
3. Establish a subcommittee to develop tools, materials and training to assist in partnerships/forums.
4. Share best practices learned from the development of collaborative labor-management criteria and results of the survey.

**Metrics:**

1. Determine criteria to gauge the effectiveness of collaborative labor-management relations in partnerships/forums within three months.
2. Creation and distribution of the survey within two months of determination of criteria.
3. Responses to the survey within one month.
4. Completion of assessment of the survey results within two months of receipt of responses.
5. Completion of tools, materials and training two months after assessments.