

CBP/NTEU LABOR-MANAGEMENT FORUM

Meeting Minutes—January 16, 2014

Attendees

(A) C1 Winkowski	Director Canoyer, OIT	NTEU President Kelley
AC Coffman, HRM	(A) Director Brown, OTD	Chapter President O'Keefe
AC Schied, OA	XD Harris, LER	Chapter President Kleinman
(A) AC Mitchell, OFO	PM Cucina, PRAD	Chapter President Armijo
(A) AC DiNucci, OT	PM Carpenter, LER	National Asst. Counsel Levine
		Chapter President Zayner

Welcome and Opening Remarks by the Co-Chairs

The Co-Chairs welcomed members and briefly addressed the forum. Acting Commissioner Winkowski announced positive outlook regarding the proposed FY 14 budget deal and shared his expectation that a new Continuing Resolution (CR) would be approved in the next couple days. As a result of the CR, CBP expects to add 2000 CBPOs—700 FY14 and 1300 FY15.

Budget Update

Assistant Commissioner (AC) Schied provided a presentation on the FY14 budget. Highlights include: The President's budget stipulated hiring 2,000 CBPOs over the next two years. The Office of Air and Marine (OAM) received \$92 million more than originally allocated. CBP experienced reductions in other areas, such as: new construction, technology, and a reversed hiring increase for mission support.

Mr. Levine inquired about CBP's decision to reduce FLAP and JAC awards and suggested that the agency can find a more efficient way to administer its budget rather than eliminating the programs that award employees, as provided in the CBA. Acting Commissioner Winkowski committed to review FLAP and JAC again after the full appropriations were allocated.

President Kelley inquired about the overtime budget and whether the ports were authorized to issue overtime at pre-sequestration levels. President Kelley requested a briefing on overtime. AC Schied agreed to provide a briefing after all appropriations have been finalized.

The funding for Agriculture Specialists and ability to fill vacancies within this job group were also discussed. President Kelley inquired as to when the Agriculture Specialist Resource Allocation model will be ready. CBP affirmed that the model will be ready in February 2014 and a briefing will be provided thereafter.

2013 Federal Employee Viewpoint Survey (FEVS) Results

Program manager Jeff Cucina from the Personnel Research and Assessment Division, HRM, provided a presentation on 2013 Federal Employee Viewpoint Survey results and outlined CBP's corporate strategy to address lower scoring areas identified in the survey.

AC Coffman announced the formation of the Federal Employee Engagement Advisory Council (FEAC) and invited President Kelley to participate with the Acting Commissioner, Acting Deputy Commissioner, and Chief, and ACs. President Kelley expressed her concern that the council, because it is at a high level of leadership, was not close enough to where the problems exist. AC Coffman affirmed the council was designed to provide accountability down to the

CBP/NTEU LABOR-MANAGEMENT FORUM

Meeting Minutes—January 16, 2014

lowest level and for each AC to work within their offices to address the problems identified. The ACs will report to the council on their plans. President Kelley and Mr. Levine stressed the need to engage employees and enable two-way communications. In response to the NTEU request, CBP committed to prepare and provide an FY11-FY13 discipline trend report.

DHS Forum Report Back

The LMF was informed that the Co-chairs of the DHS LMF requested each component be prepared to provide a joint presentation at the next meeting. The presentation should demonstrate how the component and representing unions are working together to address the low scoring areas of the FEVS and the DHS Labor-Management Relations Survey. An outline was shared with the LMF identifying three strategies the LMF is actively addressing: OFO-NTEU Collaboration, specific survey questions and the Labor Management Relations Committees (LMRC) at the local levels. The LMF members were asked to consider additional ideas on how the LMF could address issues identified by survey results and share with the rest of the group.

The LMF suggested having FMCS training for the LMRCs. Some LMRCs have experienced turnover since its inception and new membership could find training helpful as they proceed with their forum meetings. CBP (HRM) will research the cost for additional training from FMCS.

LMF Metrics

The CBP-NTEU LMF is required to submit metrics each year to DHS. DHS consolidates the results with the other components and provide a report to the National Council on Federal Labor-Management Relations. The LMF reviewed the results of 2013 and the metrics established for 2014. Metrics are designed to help the LMF's focus on the intended outcome as established in Executive Order 13522. The three metrics categories include 1) mission accomplishment and service quality; 2) employee satisfaction and engagement; and 3) labor-management relationship.

College Credit Program

Mr. Brown, the Director of Field Operations Academies, provided a presentation on OTD's success in receiving accreditation from The American Council on Education (ACE) for the academic training received at the academies. Effective November 1, 2013, successful completion of the academy will result in 12 college credits and an additional four credits for foreign language if the attendee successfully completes basic Spanish class work.

Old Business

CBP provided a feedback regarding items that were not closed out from the previous meeting. Issues or topics that remain open and are being addressed include:

- Upward Mobility Policy
- CBPO-Enforcement Opportunities
- Re-promotion process for eligible employees

Telework issues have been resolved and additional opportunities provided.

Closing Remarks

The next scheduled LMF is April 16, 2014. CBP summarized the issues that required additional follow up.