

CBP/NTEU LABOR-MANAGEMENT FORUM
Meeting Minutes – June 17, 2015

Attendees

CI Kerlikowske	Special Advisor Price, OPP	National Asst. Counsel Levine
AC Owen, OFO	Deputy Director Hubbard, BMW	Chapter President Kleinman
AC Armstrong, OIT	Branch Chief Brown, BMW	Chapter President Llanos
(A) DAC Harris, HRM	Specialist Harkins, LR	Chapter President Albright
(A) XD Wenzler, LER	NTEU President Kelley	Chapter President Dockham
(A) Director Carpenter, LR	NTEU Vice President Reardon	Chapter President Barra

Welcome and Opening Remarks by the Co-Chairs

The Co-chairs welcomed the members and briefly addressed the forum. Commissioner Kerlikowske recognized NTEU President, Colleen Kelley for 16 years of service as National President and wished her well on her impending retirement. Commissioner Kerlikowske expressed thanks for the opportunity to speak at the NTEU National Convention in April 2015. Co-chairs expressed concerns over the data breach.

Vision and Strategy 2020

Sarah Price delivered a high level overview of the CBP Vision and Strategy 2020. The Strategy is founded upon three primary strategic themes: collaboration, innovation and integration. The intent of the Strategy is to take CBP into the next decade and unify the definition of success and to assist employees. A redefined mission and vision will serve CBP as a premier law enforcement agency enhancing the Nation's safety and security.

Goal 1 – focuses on CBP's role in the largest context of the U.S. national security. Homeland security is one facet of national security, and CBP's role directly supports the President's National Security Strategy and other complementary homeland security strategies.

Goal 2 – is intended to deliver effective border management, which requires layers of security that must consider points of origin, modes of transit to the U.S., arrival at our borders, as well as routes of egress away from the physical border to final destination.

Goal 3 – Stresses the importance of efficiently and effectively processing goods and people across our borders to support our Nation's economy, promote job growth, and help the private sector remain competitive in an evolving global economy.

Goal 4 – Highlights CBP's unrelenting drive to continually advance its people, culture, capabilities, and business processes to remain agile and adaptable in supporting operational requirements to ensure efficiency and effectiveness.

Ordering Local Hires from Preclearance

The NTEU expressed concern that three employees located in Shannon Ireland at the preclearance facility would be unable to stay for a tour beyond five years after a decision was made by the Federal Service Impasses Panel (FSIP) awarding a tour of fourteen years. CBP expressed the same concern but FSIP is not binding on sovereign nations. The issue is being addressed by CBP with the Department of State. CBP indicated that there is no intent to replace the three employees if the tour is not extended.

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Canadian Preclearance Officer Exposure

NTEU is concerned about Customs and Border Protection Officers serving in NEXUS Enrollment Centers outside the airport in Vancouver and performing enforcement functions; however, they do not have use and immunity protections from prosecution. Additional concerns were raised regarding CBPO's stationed at preclearance locations and conducting NEXUS enrollment activities who will remain unarmed and unable to perform their range of duties. CBP agrees with NTEU concerns. Until a Memorandum of Understanding or other formal agreement is finalized, CBP is working with Public Safety Canada on providing a continuous presence during hours of operation of an armed Host Country law enforcement officer in the NEXUS Enrollment Centers for safety, security and force protection.

CBP Advisory Services for Retirement

Rita Hubbard, Acting Director, Benefits, Medical and Worklife Division, delivered a presentation on the advisory services for retirement offered to CBP employees. Services offered to CBP employees planning for retirement include: Retirement seminars, annuity estimates, employee retirement processing including coordination with other Federal agencies, benefits advisory and counseling services, processing of benefits associated with qualifying life events, processing of beneficiary forms, court-ordered medical support, death benefits services, and employee benefits policy and training support.

CBP also provided NTEU with a walk through of the services offered by CBP. NTEU praised the program and the parties continue to work together on issues involving benefits counselors for CBP employees.

NTEU requested an update on the status of phased retirement program. CBP is waiting on DHS guidance before moving forward.

NTEU expressed their interests in allowing private benefit counselors access to CBP/GSA facilities at JFK. CBP informed NTEU of the agency's ongoing review of laws, rules and regulations regarding the dispute and if the determination changed NTEU would be informed.

CBP Officers (Enforcement)

NTEU is concerned about the roles of CBPO-E's and their utilization in the field performing enforcement duties. CBP is working on a forward path to resolve the NTEU concerns. Areas of consideration include career path opportunities for CBPO-E's, reassignment opportunities and advancement into non-enforcement management positions.

Train Bypass

NTEU addressed concerns about train passenger services from Vancouver, British Columbia bypassing stops in Blaine, Washington and proceeding to Seattle, Washington. Issues were raised about security risks pertaining to the bypass. CBP has entered into an MOU with Seattle and ensures legal compliance of the process.