



Federal Labor Relations Authority

1

Key Developments and Initiatives

FPMI

***Labor & Employee Relations
Conference***

June 15, 2010

Federal Labor Relations Authority



2

- **CSRA 1978 -- FLRA'S 31st ANNIVERSARY**
- **Authority resolved over 12,000 cases**
- **OGC resolved the more than 170,000 ULP charges and 12,000 REP petitions**
- **FSIP resolved more than 5,000 requests for assistance**

Federal Labor Relations Authority



3

- **Revitalization**
 - Ramping up mission performance
 - Website
 - Key hires
- **Reinvention**
 - Regulatory Revisions
 - Leveraging Technology
 - Oldest Case Initiative
- **Re-engagement**
 - engagetheflra@flra.gov
 - Communication
 - Training

Federal Labor Relations Authority



4

- **Revitalization: Mission Performance**
 - Timely and quality decisions
 - Training
 - Facilitation
 - Leadership in labor-management relations

Federal Labor Relations Authority



5

FLRA Authority's Score Card

	Case Type	Goal	Performance
Mission Performance	ULP	180 days	0%
	Negotiability	180 days	13%
	Arbitration	180 days	18%
	Representation	60 days/90 days	100%

Federal Labor Relations Authority



6

Mission Performance

- In FY09, 215 decisions issued
 - Nearly double last two years combined
 - Not since 2003
- In FY10, 140 decisions issued
- Since February 2009:
 - **Reduced pending case inventory more than 30% -- 400 to 267**
 - **Reduced overage case inventory by more than 40% -- 269 to 161**
 - **Reduced pending cases average age 178 days or 40% -- 438 to 260**

Federal Labor Relations Authority



7

- **Reinvention:**

- **Technology**

- ✦ New and improved website and search capability

- **Arbitration Regulations**

- ✦ Optional arbitration forms
- ✦ Options for requesting expedited decisions
- ✦ voluntary ADR services
- ✦ methods of resolving unclear disputes or records
- ✦ Training and Guide to Arbitration

- **Support for Executive Order on Labor-Management Forums**

Federal Labor Relations Authority



8

Council on Labor-Management Relations

- Forum plans approved
- Guidance and direction
 - ✦ Forum plans
 - ✦ Levels of recognition
 - ✦ Metrics
 - ✦ § 7106(b)(1) Pilots
- Information available at: www.lmrcouncil.gov

Federal Labor Relations Authority



9

- **Re-engagement:**
 - “Back In Business”
 - “Significant Accomplishments”
 - “Improved Research Abilities”
 - “Restoring”
 - “Renewed Commitment”
 - “Revised”
 - “New Tools”

Federal Labor Relations Authority



10

- **Re-engagement:**
 - 150 training sessions nation-wide
 - More than 3500 practitioners
 - Close to 30 Facilitations and Interventions
 - Surveys and Focus Groups
 - engagetheflra@flra.gov

Federal Labor Relations Authority



11

- www.lmrcouncil.gov
- www.flra.gov
- engagetheflra@flra.gov

Federal Labor Relations Authority



12

FLRA's Score Card

	Revitalization	Reinvention	Re-engagement
Mission Performance	√/+	√/+	√
Tools and Regulatory Revisions	√	√/+	√
Training, Facilitation & Outreach	√	√/+	√
Improving Labor-Management Relations	?	√/+	√