

USDA Human Capital Conference

LABOR AND EMPLOYEE RELATIONS
TIPS AND UPDATES

LER Tips and Updates

Session Objectives

- ◆ Begin building a better “roadmap” to help USDA LR and ER practitioners find the “cheese”
- ◆ Highlight known LER “best practices”
 - That now exist
 - That are under development
- ◆ Showcase the FSIS Employee and Labor Relations Case tracking system

LER “Best Practices” - Now Available

Monthly *LER Update*

WHAT?

Department-wide
electronic
subscription – case
law analysis, current
events and advice.
OHRM funded.
Available to any
USDA employee.

HOW & WHY?

URL: <http://www.fpmi.com/login.shtml>

ID: usdad PWD: ler2001

Practitioner and
manager
development.

Efficient – low cost
medium.

LER "Best Practices" - Now Available

Course: *Labor-Management Relations for the HR Practitioner*

WHAT?

Jointly developed and jointly taught basic LR training course open to all Mission Areas – next session June 9-13, 2003. No tuition.

HOW and WHY?

Look for announcement this week.

Fill the USDA LR skills gap.

LER “Best Practices” - Now Available

Interagency Labor Relations Forum Activities



WHAT?

Professional network of Federal LR practitioners – monthly education-oriented meetings, basic LR training and issue networking. No dues. Meeting held at USDA.

HOW & WHY?

Contact: peter.rockx@usda.gov to join

Professional development and networking opportunities.

LER "Best Practices" - Now Available

USDA Labor Relations Website

WHAT?

Internet site contains current LR directives, guidance, information, links, and Agency Head activities. Updated frequently.

HOW & WHY?

URL: <http://www.usda.gov/da/employ/LR.htm>

Provide ready access to relevant USDA LR information.

LER "Best Practices" - Now Available

USDA Employee Relations Website

WHAT?

Internet site contains current ER directives, Quick Index, Poor Performance, information, and links. Is not fully developed.

HOW & WHY?

URL:

<http://www.usda.gov/da/employ/ERwebpage.htm>

Provide ready access to relevant USDA ER information.

LER “Best Practices” - Now Available

OHRM and OIG Misconduct Investigator Training

WHAT?

Comprehensive training and reference manual targeted at agency minor misconduct investigators – includes investigator’s credentialing.

HOW & WHY?

Contact:

Keith.prue@usda.gov (ER)

LER “Best Practices” - Now Available

FSIS Labor and ER Reference and Training Guide

WHAT?

Comprehensive training and reference manual targeted at agency management officials – useful to the trainee practitioner

HOW & WHY?

Contact:

robinn.reed@usda.gov
(ER), roland.fravel@usda.gov (LR)

Contents readily adaptable for use by other agencies.

LER “Best Practices” - Now Available

FSIS LER Strategic Plan

WHAT?

Multi-year comprehensive plan, including program assessment, mission, core values, goals, and objectives.

HOW & WHY?

Contact: Robinn Reed,
Acting Director LERD
(202) 720-5657

Enhance program development, understanding, delivery, and commitment.

LER "Best Practices" - Now Available

FS Collective Bargaining Agreement Annotation

WHAT?

Jointly developed and published explanation of CBA language.

Web links to documents cited in CBA

HOW? & WHY?

Contact: Wilson (Ed)
Fisher (703) 605-0826

Reduces contract interpretation disputes, promotes collaborative resolution of mid term issues.

Increases utility and reduces size of CBA.

LER “Best Practices” - Now Available

FSIS – LERD Coaching/Mentoring Program

WHAT?

Structured process to assist LER practitioners gain competencies to improve professional development and career advancement

HOW? & WHY?

Contact:

robinn.reed@usda.gov
(202) 720-5657

Intent is provide a LER-focused competency-based developmental program to staff and serve as a model for other agencies.

LER “Best Practices” - Now Available

FSIS LER Case Recording System

WHAT?

MS Access-based system that provides an agency-wide electronic repository and report generating capacity for ER and LR case information.

HOW? & WHY?

Contact:

robinn.reed@usda.gov (ER),
roland.fravel@usda.gov (LR),
richard.reyes@usda.gov

To record, track and assess ER and LR cases to facilitate work flow, communication, report preparation and program assessment.

LER “Best Practices” – Coming Soon

RD L-M Guide for Line Supervisors

WHAT?

Basic overview of
“must know” LMR
responsibilities.

HOW? & WHY?

Contact: Jim Kiem
(314) 335-8539

Inexpensive learning tool
intended to prevent L-M
disputes and promote
understanding of LR
obligations.

LER “Best Practices” – Coming later

LER Automated Case Tracking & Reporting System

WHAT?

A Department-wide standardized computer-based system to record ER and LR case information.

HOW? & WHY?

Jointly developed system by Mission Areas and Department.

In USDA HC Plan – system to facilitate program assessment, communication and identification of systemic workforce issues

LER “Best Practices”

Sharing Future BPs

- ◆ **Submitting Agency**
- ◆ **Agency Contact Name, phone and e-mail**
- ◆ **Name of Best Practice**
- ◆ **Brief Description of Best Practice**
- ◆ **Benefit(s) Obtained or Anticipated**

To: Keith Prue (ER) keith.prue@usda.gov

Pete Rockx (LR) peter.rockx@usda.gov