

NAAE and APHIS Success Story

Animal and Plant Health Inspection Service (APHIS),
USDA

and

National Association of Agricultural Employees (NAAE)

(Presented at the November 19, 2014 National Council
Meeting in Washington D.C.)



NAAE

- NAAE represents employees in the Plant Protection and Quarantine Program.
- NAAE is a stand-alone National union that represents professionals and non-professionals. (Entomologists, Plant Health Safeguarding Specialists, Technicians, Tree Climbers)
- They have a national Executive Council of 11, a General Counsel, 27 local unions and over 1000 bargaining unit employees.

PPQ Forum

- The PPQ Forum was initiated in 2010. It's members are from the NAAE, NAPPQOSE, APHIS Labor Relations, PPQ Field Ops Management and PPQ Headquarters Management.
- The PPQ Forum Charter was signed on February 17, 2011. While it defines procedures and expectations, the one item that has been of greatest benefit is the large list of what we jointly determined is appropriate for Pre-Decisional Involvement.
- **National Association of Plant Protection and Quarantine Office Support Employees (NAPPQOSE), represents clerical and administrative employees*

PPQ Forum Metrics

- We have taken a different approach to Metrics than most Forums. Rather than establish goals based on uncontrollable percentages or numbers, we typically set goals based on projects.
- We review the FEVS scores to assist with determining Employee Satisfaction and Engagement goals, the internal USDA Labor and Management Relation yearly surveys to assist with the Labor Management Relationship goal and normally jointly brainstorm to find goals related to the Mission Element.



PPQ Forum Accomplishments

- Established the **PPQ Spotlight Newsletter**.
- We developed a special quarterly newsletter that provides an avenue to recognize the varied contributions, achievements, good deeds and talents of the employees in PPQ's numerous diverse workplaces and programs.
- The Forum established an eligibility and nominating process, created a committee to run and oversee the process and agreed on an electronic Spotlighting mechanism.



PPQ Forum Accomplishments

- Created an internal PPQ **Forum Internet Site**. This provides a mechanism for the Forum to share ideas, projects and activities with employees.
- The site is available to all PPQ employees and contains our Charter, meeting minutes, list of members, training survey results and recommendations and training materials and useful links.
- **We just completed the development of a Forum SharePoint site, which has additional documents links and Policies/Directives that have changed within the past year.*

PPQ Forum Accomplishments

- Created a **Forum shared email account** for employees to provide input, ask questions or make comments.



PPQ Forum Accomplishments

- In an effort to expand the collaborative labor management relationship, the PPQ Labor Management Forum jointly developed and presented six (6) webinars on **Interest Based Bargaining (IBB)**.
- This training was jointly delivered to 120 participants which included managers and union representatives from both the NAAE and NAPPQOSE. The training presentation was also recorded for AgLearn so future managers and union representatives can obtain the same training without delay or additional cost.



PPQ Forum Accomplishments

- In an effort to improve the labor management relationship at the field locations, the Forum established a goal to improve the **Pre-Decisional Input opportunities** during 2013. The baseline was five (5) PDI opportunities in 2012 and a goal of ten (10) was established for 2013. The recorded PDI solicitations at the field level was twenty-five (25).
- This was a direct result of Forum related activities or goals, which included multiple messages from senior management about expectations and obligations dealing with bargaining units.



PPQ Forum Accomplishments

- Jointly developed and delivered **Basic Labor Relations Training** 1 and 2.
- Delivered the 2 separate webinars in September six (6) times each, which covered basic labor relations 1 and 2. The joint training was attended by 341 participants and covered topics including PDI, ULP's, Formal Discussions and Weingarten Rights.



PPQ Forum Accomplishments

- The Forum identified the PPQ **Medical Monitoring Program** as an inconsistent process which could be updated to save costs and bring consistency within Field Operations. The separate Regions followed different protocols.
- The parties formed a joint working group that worked on and finalized a Field Operations Guidance document which identified best practices, which has result in a consistent procedure for requesting medical monitoring testing along with saving costs.



PPQ Forum Accomplishments

- Developed and completed a **training survey**.
- The Survey was conducted through Survey Monkey and had 437 PPQ employees participate.
- The survey had questions related to Employee Development, Training Opportunities, Training Methods/Media, and Miscellaneous Training) The results of the Survey were broken down by Regions, duty assignments, tenure groups, etc. and were reviewed by the members and the Survey Work Group, including the 174 individual comments concerning training.

Joint Contract Training

- After many years of renegotiating the collective bargaining agreement, it was completed in September 2011.
- The 26 year old CBA from 1985 was 27 pages, including the cover sheet, index and signature page. The 2011 CBA is 202 pages and has an additional 8 pages for an appendix with internet links.
- Due to the establishment of many procedures and requirements, the Parties **jointly developed 5 training presentations to cover the significant changes** and in October/November 2011, presented 24 webinars on the new National Contract to managers and Union officials.

NAAE Biennial Conventions

- The Union's General Counsel and APHIS Labor Relations provide **joint training** to the attendees at the Union's National Convention.
- 2010- Las Vegas, NV
- 2012- Savannah, GA
- 2014- Saint Louis, MO

- Normal participants are the Union's Executive Council, presidents from across the country and PPQ Regional/National managers.



PPQ Forum Training

- Jointly developed and presented **Executive Order 13522 training** for our Forum members. Presentation was developed mainly from presentations from FMCS and FLRA.



PPQ Forum Training

- Yearly, during our Forum face-to-face meeting, we have included **training from FMCS**, primarily on Forums, Interest Based Bargaining and relationship building.



PDI Initiatives

- Increased PDI engagement
- 2010=14
- 2011=58
- 2012=56
- 2013=69
- 2014=78

