

MEMORANDUM

To: FMA Regional Directors

From: Greg Stanford and Katie Maddocks

Re: FMA Government Affairs Update for November 2014

Date: December 5, 2014

The purpose of this memorandum is to provide a brief narrative and status of ongoing government relations and public affairs activities the FMA government relations department worked on in November 2014 on behalf of FMA members. Please share this information with chapter presidents, legislative action team leaders and others in your region.

Issue Brief Formulation Timeline

In preparation for FMA's 77th Annual National Convention, we have outlined the following schedule for development and consideration of the 2015 Issue Briefs:

- Wednesday, December 10, 2014: Memo to Executive Board, Conference Chairs and Co-Chairs, Chapter Presidents, Retirees and MALs providing draft 2015 Issue Brief Executive Summary for review
- Wednesday, January 7, 2015: Draft Issue Briefs are sent to Executive Board, Conference Chairs and Co-Chairs, Chapter Presidents, Retirees and MALs for review
- TBD: Calls with members to discuss Issue Briefs: Week of January 12 and January 19
- Friday, January 30, 2015: End comment period for 2015 draft issue briefs
- March 8-12, 2015: Final presentation on FMA Issue Briefs at National Convention. All Issue Brief items, including FMA National President Patricia Niehaus' cover letter to Members of Congress and executive summary, will be available for delegates to distribute during the Association's Day on the Hill, on Wednesday, March 11, 2015

CHCO Council Annual Public Meeting

Greg attended this meeting, which gathers Chief Human Capital Officers from across the federal government. Improving employee engagement was a primary topic of the meeting. The meeting also featured a presentation by Bruce Stewart, Deputy Director of Training, Compliance, and Strategic Initiatives in the Office of Diversity and Inclusion, Office of Personnel Management. Justin Johnson, Executive Director of the CHCO Council publicly recognized FMA following the presentation, as Mr.

Stewart authored the cover and feature article of the most recent issue of *The Federal Manager*, FMA's quarterly magazine.

Federal Employee Engagement Forum

Greg attended this event, hosted at the Eisenhower Executive Office Building on the White House grounds, which brought together three panels of leaders on employee engagement issues from both the public and private sector. Beth Cobert, Deputy Director of Management at the Office of Management and Budget, Katherine Archuleta, Director of Office of Personnel Management gave keynote addresses. The three panels discussed the following topics: Approaches to improving employee engagement and performance through the use of data; best practices in collaborative engagement strategies; and, best use of tools and strategies to improve employee engagement and performance.

Federal-Postal Coalition

Katie attended on behalf of FMA. Topics of discussion included: change of leadership within the 114th Congress and its effects on the federal workforce; possible reforms federal employees will see; and, needed coordinated messaging from FPC. With Senator Ron Johnson (R-WI) set to take over the Senate Homeland Security and Governmental Affairs Committee, and Representative Jason Chaffetz (R-UT) set to control the House Oversight and Government Reform Committee, it is imperative FPC work on the relationship with these leaders and their likeminded colleagues. Especially since both Senator Johnson and Representative Chaffetz have already commented to the press regarding possible reforms they would like to see within the federal workforce. FPC Chairman Bruce Moyer will step down from his position in January, and Alan Lopatain of NARFE and Kori Blalock Keller of National Association of Letter Carriers will take over.

FLRA Strategic Plan Focus Group

Greg attended a focus group at the Federal Labor Relations Authority (FLRA) to discuss their strategic plan. The group included several other representatives from the National Council on Federal Labor-Management Relations.

OPM Digital Town Hall

On November 14, Katie sat in on a digital town hall hosted by Office of Personnel Management Director Katherine Archuleta. Director Archuleta took questions video, e-mail and social media regarding the status of the federal workforce from people across the country, employed by various federal agencies and departments. Director Archuleta touched upon the need for employee engagement, recruiting younger workers, and creating diversity throughout the federal government.

National President Patricia Niehaus Visit to DC Meetings:

- **Office of Management and Budget Deputy Director for Management Beth Cobert**
 - OMB Deputy Director Beth Cobert and Pat discussed the need for training throughout the federal government as a necessary means to ensure a fully functioning federal workforce. Pat spoke directly to the fact that through training, managers know the

strengths and weaknesses of their workforce, and how training is a useful tool for avoiding improper practices and scandals.

- **National Council on Federal Labor-Management Relations**

- The National Council on Federal Labor-Management Relations met for the last time in 2014. The Council heard presentations on the work of the Employee Engagement Working Group and a success story from the Animal and Plant Health Inspection Service (APHIS) within the Department of Agriculture and the National Association of Agricultural Employees (NAAE). The next Council meeting is scheduled for January 21, 2015.

- **U.S. Food and Drug Administration**

- Pat met with Walter Harris, COO of the FDA and discussed what resources FMA can provide FDA employees. Mr. Harris expressed concern that many FDA managers are technically skilled, not necessarily equipped for management. Pat responded that one of FMA's main legislative goals is to provide supervisory training throughout the federal government. Additionally, one of the main concerns of the FDA is recruitment and developing a younger workforce. An invitation was extended to Pat to discuss with management the benefits of FMA membership. Walter Harris also expressed interest in contributing to the *Federal Manager*.

- **U.S. Securities and Exchange Commission**

- Pat met with Travis Elliot, Assistant Director Employee & Labor Relations. NTEU represents the needs of labor throughout the SEC, Mr. Elliot talked to the fact that management and their needs are not well represented. Like the FDA, Mr. Harris expressed interest in the training advocacy FMA provides. While SEC provides training for new employees, there is a need for training throughout managers' careers. The SEC currently has their own succession program which provides a temporary promotion to managers, bringing in lower managers into vacated roles. These promotions also rotate, so that managers get experience working in different departments, working with various employees. As of now, FMA and SEC are trying to find a time when Pat can come in and meet with managers.

- **U.S. Equal Employment Opportunity Commission**

- Pat met with Dexter Brooks, EEOC Director of Federal Sector Programs. Pat met with Mr. Brooks about two years ago and continued their conversation on how FMA and EEOC can have a reciprocal relationship. EEOC currently provides classes for managers throughout the federal government as well as provide free webinars. Additionally, there are 53 EEOC offices throughout the country and are able to provide local speakers. EEOC will contribute to the *Federal Manager* and there was also discussion about the possibility of the speaking at the 2015 National Convention.

- **National Active and Retired Federal Employees Association**

- Pat met with Dick Thissen, newly elected national president of NARFE, who took office on November 1. They discussed ways FMA and NARFE can work together for the mutual benefit of all of our members. Thissen previously served as NARFE's Treasurer prior to his election to this position.
- **Federal Labor Relations Authority**
 - Pat met with Carol Waller Pope, Chairman of the Federal Labor Relations Authority. They spoke about the trajectory of the National Council on Federal Labor-Management Relations, on which they both serve, and what is necessary for it to thrive.
- **Charlie Clark , *Government Executive***
 - Pat spoke with Charlie Clark, a reporter with *Government Executive*, on a wide variety of topics affecting federal managers, including issues related to civil service reform and what to expect in the 114th Congress.

Region 1 Conference

On Saturday, November 8, Greg presented a government affairs report via Skype at the 2014 joint Region 1 Conference, giving an update on FMA's issues and what to expect in the coming months from Capitol Hill.