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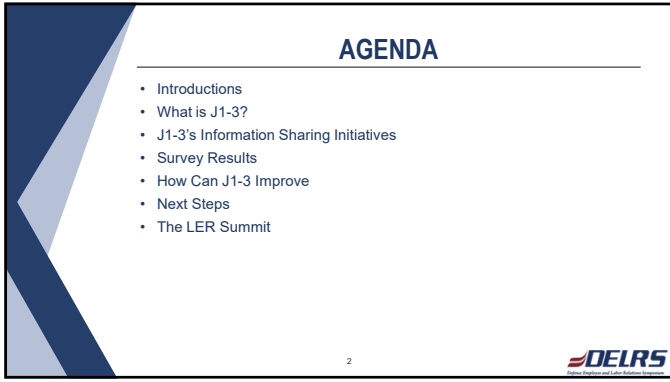
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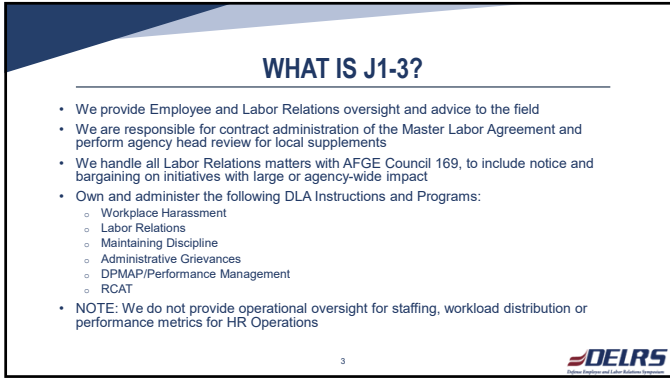
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**J1-3'S INFORMATION SHARING INITIATIVES**

- Regular LER Monthly Meetings
- Quarterly LRP Webinars
- FLRA Training Offerings
- CMTS training for new users
- Enhanced production of reference guides
- LER Summit



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**SURVEY**

- J1-3 provided two surveys to the DLA Customers LER Workforce
- One survey focused on Employee Relations duties, while the other focused on Labor Relations duties
- ~50% of 33 LER Specialists completed the surveys
- \*Write in comments provided a lot of value



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**SURVEY TAKEAWAYS**

- Level of involvement/coordination with GC varies significantly by specialist
- Most complicated cases are:
  - Medical cases (those involving RAs, light duty, workers compensation)
  - Performance Based Actions
  - Sexual Harassment cases
  - Unique Drug cases
- Security Clearance Cases and Criminal Cases have a variety of approaches
- Staff feel confident with grievances and information request
- 61% have experience with writing ULP position statements
- Staff has a wide range of negotiation experience, from novice to expert



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### HOW CAN J1-3 IMPROVE?

- Improvements suggested by those surveyed:
  - Guidance:
    - Timely responses
    - Guidance should be easy to find later (not just via email)
    - Provide regular summaries of new case law
  - Interactions with HR Operations:
    - Be sensitive to local LR's need for credibility with their customers
    - Transparency with Agency Head Review disapprovals
    - Assist with handling disagreements between LER and Legal
  - J1-3's role
    - Needs to be better defined
    - Staff asked that we distribute the workload in HR Operations
    - We need more collaboration as an E/LR group



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### NEXT STEPS

- Solicit feedback from HR Operations today, at the LER Summit, and in the future
- Encourage staff to obtain ER and LR certifications with DCPAS
- Improve information sharing, e.g.:
  - cyberFEDS E-Newsletter
  - Frequently provide our SharePoint site with staff
  - More reference guides
- Training, e.g.:
  - Promote cyberFEDS usage (e.g.: training session on March 20th)
  - LER Summit in May, and in future years
  - Chapter 43 vs. 75 reference guide
- Focus on Process Improvement:
  - General Counsel Interactions
  - Review and analyze LER Processes (e.g.: security clearance and criminal cases)



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### THE LER SUMMIT

- An opportunity to come together.
- Why Administrative Investigation Training?
- The final day:
  - Provide ER and LR Presentations.
  - Prioritize presentations on the difficult cases described by staff
  - Collaboration sessions.
    - Bring your thoughts from DELRS to the Summit.
  - Provide a tour of the Eastern Distribution Center.



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**FEEDBACK**

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**Now its your turn!**  
*Please provide us your feedback on these initiatives,  
 we're all ears*

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 **ANY  
QUESTIONS**

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 **THANK YOU  
FOR ATTENDING**

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