

## Cultural Transformation PDI Activity Report of USDA Labor-Management Forums and Relationships April 12, 2015

- Pursuant to the Guidance for Implementing Policy for Ensuring Effectiveness of PDI Efforts in USDA L-M Forums, each forum must engage in more than 3 PDI Initiatives per year to qualify for the 5 points provided in the End of Year Metric Report.

**Green** = Pass    **Yellow** = Caution    **Red** = Fail

	Mission Area/Staff Office	Component	Amount of PDI Forecasted	Accomplished PDI/Quarter (1 <sup>st</sup> /2 <sup>nd</sup> /3 <sup>rd</sup> /4 <sup>th</sup> )	Did the Union decline to participate in the LMF? YES or N/A	Can Management demonstrate that it tried to change the Union's decision not to participate in the LMF? YES/NO or N/A	Grade & Total PDI %
	<b>Staff Offices</b>	<b>NAD: Steven Placek OGC: Tami Trost OCFO: Cheri Alsobrook</b>					<b>33%</b>
1	National Appeals Division <i>Contact and LRO: Steve Placek</i>	Washington, DC AFSCME #3020	4	4/	N/A	N/A	<b>100%</b>
2	Office of the General Counsel (OGC) <i>Contact &amp; LRO: Tami Trost</i>	HQ & Field Offices -Single BU AFGE #1106	0	0/	N/A	N/A	<b>0%</b>
3	Office of the Chief Financial Officer (OCFO) <i>Contact and LRO: Cheri Alsobrook</i>	National Finance Center (NFC) AFGE #2341	0	0/	YES	YES	<b>0%</b>
	<b>Departmental Management (DM)</b>	<b>DAM: Carroll E. Cobb</b>					<b>50%</b>
4	Departmental Administration <i>Contact and LRO: Morris Tate</i>	Office of Operations (OO) AFSCME #2846	0	2/	N/A	N/A	<b>50%</b>
5	Office of the Asst. Secretary for Civil Rights <i>Contact &amp; LRO: Winona Scott</i>	Office of Adjudication & Compliance (OAC) AFGE #3147	0	1/	NO	NO	<b>25%</b>

	Mission Area/Staff Office	Component	Amount of PDI Forecasted	Accomplished PDI/Quarter (1 <sup>st</sup> /2 <sup>nd</sup> /3 <sup>rd</sup> /4 <sup>th</sup> )	Did the Union decline to participate in the LMF? YES or N/A	Can Management demonstrate that it tried to change the Union's decision not to participate in the LMF? YES/NO or N/A	Grade & Total PDI %
	<b>Marketing and Regulatory Program (MRP)</b>	<b>DAM: Marilyn L. Holland</b>					<b>56%</b>
6	Agricultural Marketing Service (AMS) <i>Contact &amp; LRO: Frank J. King</i>	Grading & Certif. Branch, DC (Livestock and Seed) AFGE #200	7	3/	N/A	N/A	<b>43%</b>
7	Animal/Plant Health Inspection Svc (APHIS) <i>Contact &amp; LRO: Frank J. King</i>	Veterinary Service Lab, Ames, IA AFGE #2315	4	2/	N/A	N/A	<b>50%</b>
8	Animal/Plant Health Inspection Svc (APHIS) <i>Contact &amp; LRO: Frank J. King</i>	Tick Eradication Prog, Laredo, TX AFGE #3106	4	2/	N/A	N/A	<b>50%</b>
9	Animal/Plant Health Inspection Svc (APHIS) <i>Contact &amp; LRO: Frank J. King</i>	Plant Protection Quarantine, DC NAAE (Combined w/ #10)	11	17/	N/A	N/A	<b>100%</b>
10	Animal/Plant Health Inspection Svc (APHIS) <i>Contact &amp; LRO: Frank J. King</i>	Plant Protection Quarantine, DC NAPPQOSE (Combined w/ #9)	11	13/	N/A	N/A	<b>100%</b>
11	Grain Insp, Packers & Stockyards Adm (GIPSA) <i>Contact :&amp; LRO Jeffrey L'Heureux</i>	Federal Grain Inspectors, DC AFGE #237 (Combined w/ #12)	0	0/	N/A	N/A	<b>0%</b>
12	Grain Insp, Packers & Stockyards Adm (GIPSA) <i>Contact &amp; LRO: Jeffrey L'Heureux</i>	Packers & Stockyards, DC AFGE #1126 (Combined w/ #11)	0	0/	N/A	N/A	<b>0%</b>
13	Animal/Plant Health Inspection Svc (APHIS) <i>Contact &amp; LRO: Frank J. King</i>	International Services, DC AFSA	3	4/	N/A	N/A	<b>100%</b>
40	Foreign Agricultural Service (FAS) <i>Contact &amp; LRO: Frank J. King</i>	Washington, DC AFSCME #3976 (Combined w/ #41)	4	2/	N/A	N/A	<b>50%</b>
41	Foreign Agricultural Service (FAS) <i>Contact &amp; LRO: Frank J. King</i>	Washington, DC AFSA (Combined w/ #40)	4	2/	N/A	N/A	<b>50%</b>

	Mission Area/Staff Office	Component	Amount of PDI Forecasted	Accomplished PDI/Quarter (1 <sup>st</sup> /2 <sup>nd</sup> /3 <sup>rd</sup> /4 <sup>th</sup> )	Did the Union decline to participate in the LMF? YES or N/A	Can Management demonstrate that it tried to change the Union's decision not to participate in the LMF? YES/NO or N/A	Grade & Total PDI %
	<b>Research, Education, and Economics (REE)</b>	<b>DAM: Joon Park</b>					<b>16%</b>
14	Agricultural Research Service (ARS) <i>Contact &amp; LRO: Kathy Hall</i>	Beltsville, MD AFGE #3147 (Combined w/ #15)	4	4/	N/A	N/A	<b>100%</b>
15	Agricultural Research Service (ARS) <i>Contact &amp; LRO: Kathy Hall</i>	National Arboretum, DC AFGE #3147 (Combined w/ #14)	4	4/	N/A	N/A	<b>100%</b>
16	Agricultural Research Service (ARS) <i>Contact &amp; LRO: Kathy Hall</i>	Western Region Research Ctr, Albany, CA AFGE #1657 (Combined w/ #17)	0	0/	N/A	N/A	<b>0%</b>
17	Agricultural Research Service (ARS) <i>Contact &amp; LRO: Kathy Hall</i>	Western Region Research Ctr, Albany, CA AFGE #1657 (Combined w/ #16)	0	0/	N/A	N/A	<b>0%</b>
18	Agricultural Research Service (ARS) <i>Contact &amp; LRO: Kathy Hall</i>	Natl Animal Disease Ctr, Ames, IA AFGE #2315	0	0/	N/A	N/A	<b>0%</b>
19	Agricultural Research Service (ARS) <i>Contact &amp; LRO: Kathy Hall</i>	Northern States Area, St Paul, MN AFGE #3748	4	0/	N/A	N/A	<b>0%</b>
20	Agricultural Research Service (ARS) <i>Contact &amp; LRO: Kathy Hall</i>	Eastern Rgn Research Ctr, Philadelphia, PA AFGE #1331	0	0/	N/A	N/A	<b>0%</b>
21	Agricultural Research Service (ARS) <i>Contact &amp; LRO: Kathy Hall</i>	Northern Rgn Research Ctr, Peoria, IL AFGE #3247	0	0/	YES	YES	<b>0%</b>
22	Agricultural Research Service (ARS) <i>Contact &amp; LRO: Kathy Hall</i>	Appalachian Fruit Research Station, WV AFGE #43	0	1/	N/A	N/A	<b>25%</b>

	<b>Mission Area/Staff Office</b>	<b>Component</b>	<b>Amount of PDI Forecasted</b>	<b>Accomplished PDI/Quarter (1<sup>st</sup>/2<sup>nd</sup>/3<sup>rd</sup>/4<sup>th</sup>)</b>	<b>Did the Union decline to participate in the LMF?</b> YES or N/A	<b>Can Management demonstrate that it tried to change the Union's decision not to participate in the LMF?</b> YES/NO or N/A	<b>Grade &amp; Total PDI %</b>
23	Agricultural Research Service (ARS) <i>Contact &amp; LRO: Kathy Hall</i>	Florida/Antilles Office, Gainesville, FL NFFE #1752	5	0/	N/A	N/A	<b>0%</b>
	<b>Farm and Foreign Agricultural Service (FFAS)</b>	<b>DAM: Mark Rucker</b>					<b>24%</b>
24	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	Arkansas AFGE #108	0	0/	N/A	N/A	<b>75%</b>
25	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	Colorado AFGE #3499	4	3/	N/A	N/A	<b>75%</b>
26	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	Kansas AFGE #3354	4	0/	N/A	N/A	<b>0%</b>
27	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	Mississippi AFGE #1031	2	0/	N/A	N/A	<b>0%</b>
28	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	North Dakota AFGE #888	3	0/	N/A	N/A	<b>0%</b>
29	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	Puerto Rico AFGE #0055	4	3/	N/A	N/A	<b>75%</b>
30	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	Montana AFGE #1585	4	0/	N/A	N/A	<b>0%</b>
31	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	New Jersey AFGE #2831	6	2/	N/A	N/A	<b>33%</b>
32	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	Oklahoma AFGE #3354	4	2/	N/A	N/A	<b>50%</b>
33	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	Texas AFGE #571	3	0/	N/A	N/A	<b>0%</b>
34	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	New York AFGE #2831	4	3/	N/A	N/A	<b>75%</b>
35	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	Kansas City , MO NTEU #264	4	0/	N/A	N/A	<b>0%</b>
36	Risk Management Agency (RMA) <i>Contact &amp; LRO: Noreen Joice</i>	Kansas City, MO NFFE #858	4	0/	N/A	N/A	<b>0%</b>

	<b>Mission Area/Staff Office</b>	<b>Component</b>	<b>Amount of PDI Forecasted</b>	<b>Accomplished PDI/Quarter (1<sup>st</sup>/2<sup>nd</sup>/3<sup>rd</sup>/4<sup>th</sup>)</b>	<b>Did the Union decline to participate in the LMF?</b> YES or N/A	<b>Can Management demonstrate that it tried to change the Union's decision not to participate in the LMF?</b> YES/NO or N/A	<b>Grade &amp; Total PDI %</b>
37	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	St. Louis, MO AFGE #3354	4	0/	YES	YES	<b>0%</b>
38	Farm Service Agency (FSA) <i>Contact &amp; LRO: Noreen Joice</i>	Washington, DC AFSCME #3925	4	0/	N/A	N/A	<b>0%</b>
39	Risk Management Agency (RMA) <i>Contact &amp; LRO: Noreen Joice</i>	Washington, DC AFSCME #3925	4	0/	N/A	N/A	<b>0%</b>
	<b>Food, Nutrition and Consumer Services (FNS)</b>	<b>DAM: Telora Dean</b>					<b>0%</b>
42	Food & Nutrition Service (FNS) <i>Contact: Frances Austin</i> <i>LRO: Walter Vick</i>	Mid-Atlantic Region, Trenton, NJ AFGE #2735 (Combined w/ #'s 43-49)	0	0/	N/A	N/A	<b>0%</b>
43	Food & Nutrition Service (FNS) <i>Contact: Francis Austin</i> <i>LRO: Walter Vick</i>	Headquarters, DC NTEU #226 (Combined w/ #'s 42, 44-49)	0	0/	N/A	N/A	<b>0%</b>
44	Food & Nutrition Service (FNS) <i>Contact: Francis Austin</i> <i>LRO: Walter Vick</i>	Western Region, San Francisco, CA NTEU #227 (Combined w/ #'s 42, 43, 45-49)	0	0/	N/A	N/A	<b>0%</b>
45	Food & Nutrition Service (FNS) <i>Contact: Francis Austin</i> <i>LRO: Walter Vick</i>	Midwest Region, Chicago, IL NTEU #237 (Combined w/ #'s 42-44, 46-49)	0	0/	N/A	N/A	<b>0%</b>
46	Food & Nutrition Service (FNS) <i>Contact: Francis Austin</i> <i>LRO: Walter Vick</i>	Mountain Plains Region, Denver, CO NTEU #240 (Combined w/ #'s 42-45, 47-49)	0	0/	N/A	N/A	<b>0%</b>
47	Food & Nutrition Service (FNS) <i>Contact: Francis Austin</i> <i>LRO: Walter Vick</i>	Northeast Region, Burlington, MA NTEU #255 (Combined w/ #'s 42-46, 48-49)	0	0/	N/A	N/A	<b>0%</b>

	<b>Mission Area/Staff Office</b>	<b>Component</b>	<b>Amount of PDI Forecasted</b>	<b>Accomplished PDI/Quarter (1<sup>st</sup>/2<sup>nd</sup>/3<sup>rd</sup>/4<sup>th</sup>)</b>	<b>Did the Union decline to participate in the LMF? YES or N/A</b>	<b>Can Management demonstrate that it tried to change the Union's decision not to participate in the LMF? YES/NO or N/A</b>	<b>Grade &amp; Total PDI %</b>
48	Food & Nutrition Service (FNS) <i>Contact: Francis Austin</i> <i>LRO: Walter Vick</i>	Southwest Region, Dallas, TX NTEU #265 (Combined w/ #'s 42-47, 49)	0	0/	N/A	N/A	<b>0%</b>
49	Food & Nutrition Service (FNS) <i>Contact: Francis Austin</i> <i>LRO: Walter Vick</i>	Atlanta, GA (southeast region) NTEU #268 (Combined w/ #'s 42-48)	4	0/	N/A	N/A	<b>0%</b>
	<b>Food Safety (FS)</b>	<b>DAM: Jacqueline Myers</b>					<b>0%</b>
50	Food Safety Inspection Service (FSIS) <i>Contact &amp; LRO: S. Wenk</i>	Washington, DC and Field AFGE NJCFIL	0	0/	N/A	N/A	<b>0%</b>
	<b>Natural Resources and Environment (NRE) (Forest Service)</b>	<b>DAM - Forest Service: Lenise Lago</b>					<b>44%</b>
51	Forest Service (FS) <i>Contact: Janet Crowley</i>	Ouachita NF, Hot Springs, AR AFGE #3253	7	3/	N/A	N/A	<b>43%</b>
52	Forest Service (FS) <i>Contact: Janet Crowley</i>	Kisatchie NF, Pineville, IA AFGE #2528	3	4/	N/A	N/A	<b>100%</b>
53	Forest Service (FS) <i>Contact: Janet Crowley</i>	National Forest Service, Jackson, MS AFGE #2543	4	0/	N/A	N/A	<b>0%</b>
54 a	Forest Service (FS) <i>Contact: Janet Crowley</i>	Natl Forest Service, Chadron, NE AFGE #3363	0	5/	YES	YES	<b>100%</b>

	<b>Mission Area/Staff Office</b>	<b>Component</b>	<b>Amount of PDI Forecasted</b>	<b>Accomplished PDI/Quarter (1<sup>st</sup>/2<sup>nd</sup>/3<sup>rd</sup>/4<sup>th</sup>)</b>	<b>Did the Union decline to participate in the LMF?</b> YES or N/A	<b>Can Management demonstrate that it tried to change the Union's decision not to participate in the LMF?</b> YES/NO or N/A	<b>Grade &amp; Total PDI %</b>
54 b	Forest Service (FS) <i>Contact: Janet Crowley</i>	Natl Forest Service, JCCC, Chadron, NE AFGE #3363	0	0/	YES	YES	<b>0%</b>
55	Forest Service (FS) <i>Contact: Janet Crowley</i>	Natl Forest Service Santa Fe, NM AFGE #3137	0	3/	YES	YES	<b>75%</b>
56	Forest Service (FS) <i>Contact: Janet Crowley</i>	Schenck & Arrowhead, Franklin, NC AFGE #446	0	2/	YES	YES	<b>50%</b>
57	Forest Service (FS) <i>Contact: Janet Crowley</i>	Box Elder, Nemo, SD AFGE #3365	0	0/	YES	YES	<b>0%</b>
58	Forest Service (FS) <i>Contact: Janet Crowley</i>	Texas Natl Forest, Lufkin, TX AFGE #2466	2	3/	N/A	N/A	<b>75%</b>
59	Forest Service (FS) <i>Contact: Janet Crowley</i>	Weber Basin Job Corps CCC AFGE #3284	0	0/	YES	YES	<b>0%</b>
60	Forest Service (FS) <i>Contact: Janet Crowley</i>	Washington, DC NFFE # Forest Service Council	8	3/	N/A	N/A	<b>38%</b>
61	Forest Service (FS) <i>Contact: Janet Crowley</i>	Monongahela Natl Forest, Elkins, WV NAGE R4-88	7	3/	N/A	N/A	<b>43%</b>
	<b>Natural Resources and Environment (NRE) (NRCS)</b>	<b>DAM - NRCS: Gayle Norman-Barry</b>					<b>100%</b>
62	Natural Resources Conservation Svc (NRCS) <i>Contact &amp; LRO: Craig Kimball</i>	State Conservationist, Champaign, IL AFGE #3356 (Combined w/ 63-64)	4	4/	N/A	N/A	<b>100%</b>
63	Natural Resources Conservation Svc (NRCS) <i>Contact &amp; LRO: Craig Kimball</i>	Natl Business Management, Ft Worth, TX AFGE #3839 (Combined w/ 62 & 64)	4	4/	N/A	N/A	<b>100%</b>

	<b>Mission Area/Staff Office</b>	<b>Component</b>	<b>Amount of PDI Forecasted</b>	<b>Accomplished PDI/Quarter (1<sup>st</sup>/2<sup>nd</sup>/3<sup>rd</sup>/4<sup>th</sup>)</b>	<b>Did the Union decline to participate in the LMF? YES or N/A</b>	<b>Can Management demonstrate that it tried to change the Union's decision not to participate in the LMF? YES/NO or N/A</b>	<b>Grade &amp; Total PDI %</b>
64	Natural Resources Conservation Svc (NRCS) <i>Contact &amp; LRO: Craig Kimball</i>	San Juan, PR 0055 AFGE #0055 (Combined w/ 62-63)	4	4/	N/A	N/A	<b>100%</b>
	<b>Rural Development (RD) Mission Area</b>	<b>DAM: Edna Primrose</b>					<b>22%</b>
65	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Business & Coop Dev Svc, DC AFSCME #3870 (Combined w/ 79-80)	2	0/	N/A	N/A	<b>0%</b>
66	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service (RHS), Colorado AFGE #3499	5	0/	N/A	N/A	<b>0%</b>
67	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Operations and Management, St. Louis, MO (Formerly RHS Finance Office) AFGE #3354	4	0/	N/A	N/A	<b>0%</b>
68	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	RHS Centralized Svc Center, St. Louis, MO AFGE #3354	5	0/	N/A	N/A	<b>0%</b>
69	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, Montana AFGE #1585	4	2/	N/A	N/A	<b>50%</b>
70	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, New Jersey AFGE #2831	0	0/	YES	YES	<b>0%</b>
71	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, New Mexico AFGE #1032	5	0/	N/A	N/A	<b>0%</b>

	<b>Mission Area/Staff Office</b>	<b>Component</b>	<b>Amount of PDI Forecasted</b>	<b>Accomplished PDI/Quarter (1<sup>st</sup>/2<sup>nd</sup>/3<sup>rd</sup>/4<sup>th</sup>)</b>	<b>Did the Union decline to participate in the LMF?</b> YES or N/A	<b>Can Management demonstrate that it tried to change the Union's decision not to participate in the LMF?</b> YES/NO or N/A	<b>Grade &amp; Total PDI %</b>
72	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, Oklahoma AFGE #3354	4	5/	N/A	N/A	<b>100%</b>
73	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, Puerto Rico AFGE #0055	4	1/	N/A	N/A	<b>25%</b>
74	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, New York AFGE #2831	4	0/	N/A	N/A	<b>0%</b>
75	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service (RHS), Arkansas AFGE #108	4	3/	N/A	N/A	<b>75%</b>
76	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, Oregon NFFE #7	0	3/	N/A	N/A	<b>75%</b>
77	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, Texas AFGE #571	0	0/	N/A	N/A	<b>0%</b>
78	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, Washington NFFE #758	4	0/	N/A	N/A	<b>0%</b>
79	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, Headquarters, DC AFSCME #3870 (Combined w/ 65 & 80)	2	0/	N/A	N/A	<b>0%</b>
80	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Utilities Service, DC AFSCME #3870 (Combined w/ 65 & 79)	2	0/	N/A	N/A	<b>0%</b>
81	Rural Development (RD) <i>Contact &amp; LRO: Valerie Portwood</i>	Rural Housing Service, Indiana AFGE 622	0	0/	N/A	N/A	<b>0%</b>
	<b>USDA LABOR - MANAGEMENT FORUM</b>	<b>Co-Chairs: Bryan M. Knowles Christopher Ketner</b>					<b>25%</b>
81	United States Department of Agriculture	Headquarters Washington, DC & National Labor Organizations	0	1/	N/A	N/A	<b>25%</b>