



OPM Human
Resources

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

MEMORANDUM FOR MARLO BRYANT-CUNNINGHAM
President, AFGE Local 32

FROM: ANNE MORTENSEN
Employee and Labor Relations Manager
OPM Human Resources

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Date: 2020.07.24 08:21:24 -04'00'

DATE: July 24, 2020

SUBJECT: Reorganization: OCIO Federal Data Solutions, Office of Strategy
and Innovation, and HR Line of Business

Pursuant to Article 33 of the Collective Bargaining Agreement, this is notification of a reorganization that will affect twenty-two bargaining unit employees of the Office of Strategy and Innovation and OCIO Federal Data Solutions. Procedures surrounding reorganizations are covered by Article 33 of the CBA. Moreover, this reorganization will not result in a change of conditions of employment for bargaining unit employees and to the extent to which there is a change, any such change will be *de minimis*.

As a result of the reorganization, the Federal Data Solutions (FDS) function will no longer be a component of the OCIO and will be absorbed by Human Capital Data Management and Modernization (formerly HR Line of Business).

Office of Strategy and Innovation functions will be redistributed as a result of the reorganization. The Office of Strategy and Innovation/Data Analysis Group (DAG) will be absorbed by Human Capital Data Management and Modernization. The Office of Strategy and Innovation/Data Strategic Analysis Group (SA) team will become a unit within Employee Services, Strategic Workforce Planning.

The planned effective date of the reorganization is August 2, 2020.

As indicted above, the reorganization will not result in a change of conditions of employment for bargaining unit employees and to the extent to which there is a change, any such change will be *de minimis*. Employees will remain on the same position descriptions and under the same performance standards. As the new organizations commence their work, employees may receive some new assignments consistent with their current duties and consistent with their performance

standards and position descriptions. Should there be subsequent reassignment of duties or performance standards, AFGE Local 32 will be provided with notification consistent with the CBA and applicable law.

It may be necessary going forward to change space configurations on the fourth and seventh floor. Due to the Agency's current maximum telework posture due to COVID-19, however, there will be no reallocation of work space at this time. Prior to return to work in the TRB, to the extent which space reconfiguration will be necessary, AFGE Local 32 will be provided with notification of space reallocation pursuant to Article 26 of the CBA.

The purpose of this reorganization is to:

- align the policy-driven development of Human Capital standards with the management of Federal Human Capital data (FDS), and data management and analytical services that leverage federal workforce data (OSI/DAG);
- leverage federal and contractor support to the most critical needed areas related to federal employee data (including natural synergies between Human Capital Data Management and Modernization work underway and the ongoing role of the FDS team);
- consolidate critical technology needs such as OneData across the combined Human Capital Data Management and Modernization, FDS, and OSI/DAG units; and
- eliminate the need for OCIO to serve as a Human Capital/HR policy expert regarding federal employee data and shift that responsibility to Human Capital Data Management and Modernization to enable policy to drive the end-to-end standard setting, collection, and analysis.

Pursuant to Article 33 of the CBA, which covers procedures relating to reorganizations, Management is including the following information in addition to the information provided above:

Exhibit 1 contains the list of affected bargaining unit employees, their current position descriptions, their current offices, and their offices after the reorganization. (Position descriptions will not change).

Exhibit 2 contains the following organizational charts:

- A. Current organizational charts for OCIO Federal Data Solutions, the Office of Strategy and Innovation, and the HR Line of Business
- B. Future organizational charts for Human Capital Data Management and Modernization, Employee Services Strategic Workforce Planning.

