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**From:** Friedman, Howard

**Sent:** Monday, December 02, 2013 08:11 AM Eastern Standard Time

**To:** Blackwood, Elizabeth

**Cc:** Murphy, Frank; Faint, Catherine

**Subject:** RE: Draft USPTO 2014-2018 Strategic Plan - Unions

First off, I apologize for submitting this late.

NTEU 245 would like there to be additional mention and recognition of the three unions at the PTO, including the contribution we have made to help the agency in the rankings of best places to work. Our suggestion is that it be included on page 23. Perhaps this would also be a good place to mention the labor management forum we are developing.

As far as we can see, this is the only mention of the bargaining units in the whole draft (page 23):

We have three bargaining units and 12 affinity groups which represent a significant number of USPTO employees. Continuing to build good relationships with these groups is a key component of our commitment to strong employee engagement.

Additionally, as I previously discussed with you, you can't have a picture of the affinity groups and not also include some picture of each of the three unions. I think the best way to proceed is to include pictures of all as opposed to not having any pictures.

Finally, while I don't suggest you need to comb through the entire document, often the document mentions employees and stakeholders. We like to see references to the unions, e.g. employees and the unions that represent them, for example.

Otherwise, clearly the draft represents a lot of good work by a lot of people at the agency. Thanks for giving us the opportunity to comment.

Let me know if you would like to meet and discuss.

Howard