

NMB Response to 2021 Federal Employee Viewpoint Survey (FEVS) Annual Employee Survey (AES) Results

The National Mediation Board has posted results of the Office of Personnel Management's (OPM) 2021 Federal Employee Viewpoint Survey (FEVS) Annual Employee Survey (AES). In FY 2021, the NMB saw a 15% increase in agency-wide survey participation from the previous year. The agency experienced the highest levels of positive feedback on employee's relationship with their work product, with 93% of employees feeling their work unit meets the needs of the customers, 93% of employees feeling their work unit produces high-quality products, and 85% of employees feeling a sense of personal accomplishment as it relates to their work. Additionally, 93% of employees feel the Agency is successful at accomplishing its mission.

The FEVS also recorded very positive trends in employee satisfaction with supervisors, with 93/94% of employees responding that their supervisor supports the need to balance work/life issues, they support employee development, and they are committed to a workforce representative of all segments of society. Looking forward to foster more constructive engagement, responses indicated that the agency could improve interdepartmental collaboration and communication, better support collaboration across work units, and do a better job handling of poor performers. These issues will be further examined and discussed with the NMB Board Members, Supervisors and Staff Members.

The Board expresses its appreciation to our Staff Members for their participation and constructive feedback to the 2021 FEV Survey.

Gerald Fauth III, Chairman
National Mediation Board

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	76.9%	59.5%	17.5%	8.5%	8.0%	6.5%	14.5%	9	3	1	1	1	15	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	74.0%	59.5%	14.5%	19.5%	0.0%	6.5%	6.5%	9	2	3	0	1	15	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	84.9%	54.2%	30.8%	8.5%	0.0%	6.5%	6.5%	8	5	1	0	1	15	N/A
4	I know what is expected of me on the job.	Agree-disagree	78.4%	55.7%	22.7%	0.0%	15.1%	6.5%	21.6%	8	4	0	2	1	15	N/A
5	*My workload is reasonable.	Agree-disagree	79.9%	45.7%	34.3%	0.0%	20.1%	0.0%	20.1%	7	5	0	3	0	15	0
6	*My talents are used well in the workplace.	Agree-disagree	77.3%	56.2%	21.1%	0.0%	15.6%	7.0%	22.7%	8	3	0	2	1	14	0
7	*I know how my work relates to the agency's goals.	Agree-disagree	93.1%	71.7%	21.3%	0.0%	0.0%	6.9%	6.9%	10	3	0	0	1	14	0
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	77.8%	71.9%	5.8%	7.6%	6.9%	7.6%	14.6%	9	1	1	1	1	13	2
9	*The people I work with cooperate to get the job done.	Agree-disagree	93.5%	70.1%	23.4%	0.0%	6.5%	0.0%	6.5%	10	4	0	1	0	15	N/A
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	46.2%	38.6%	7.7%	44.6%	0.0%	9.2%	9.2%	4	1	5	0	1	11	4
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	66.0%	26.6%	39.3%	26.5%	0.0%	7.6%	7.6%	3	5	4	0	1	13	2
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	92.9%	73.1%	19.7%	0.0%	0.0%	7.1%	7.1%	10	3	0	0	1	14	1
14	Employees in my work unit meet the needs of our customers.	Always-never	92.9%	74.4%	18.5%	7.1%	0.0%	0.0%	0.0%	10	3	1	0	0	14	1
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	93.5%	75.2%	18.3%	6.5%	0.0%	0.0%	0.0%	11	3	1	0	0	15	0
16	Employees in my work unit produce high-quality work.	Always-never	92.9%	59.7%	33.1%	7.1%	0.0%	0.0%	0.0%	8	5	1	0	0	14	1
17	Employees in my work unit adapt to changing priorities.	Always-never	85.0%	61.3%	23.8%	15.0%	0.0%	0.0%	0.0%	7	3	2	0	0	12	2
18	Employees in my work unit successfully collaborate.	Always-never	93.5%	68.0%	25.5%	6.5%	0.0%	0.0%	0.0%	10	4	1	0	0	15	0
19	Employees in my work unit achieve our goals.	Always-never	100.0%	80.6%	19.4%	0.0%	0.0%	0.0%	0.0%	11	3	0	0	0	14	1
20	Employees are recognized for providing high quality products and services.	Agree-disagree	84.6%	53.6%	31.0%	0.0%	7.7%	7.7%	15.4%	7	4	0	1	1	13	1
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	93.5%	66.9%	26.6%	0.0%	0.0%	6.5%	6.5%	10	4	0	0	1	15	0
22	My agency is successful at accomplishing its mission.	Agree-disagree	92.9%	66.6%	26.2%	0.0%	0.0%	7.1%	7.1%	9	4	0	0	1	14	1
23	*I recommend my organization as a good place to work.	Agree-disagree	79.9%	33.8%	46.1%	5.0%	15.1%	0.0%	15.1%	5	7	1	2	0	15	N/A
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	52.2%	27.6%	24.5%	31.7%	0.0%	16.1%	16.1%	3	3	4	0	2	12	3
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	93.5%	68.0%	25.5%	0.0%	0.0%	6.5%	6.5%	10	4	0	0	1	15	0
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	92.9%	67.2%	25.7%	0.0%	0.0%	7.1%	7.1%	9	4	0	0	1	14	1
27	Supervisors in my work unit support employee development.	Agree-disagree	92.9%	58.6%	34.3%	0.0%	0.0%	7.1%	7.1%	8	5	0	0	1	14	1
28	My supervisor listens to what I have to say.	Agree-disagree	93.5%	66.9%	26.6%	0.0%	0.0%	6.5%	6.5%	10	4	0	0	1	15	N/A
29	My supervisor treats me with respect.	Agree-disagree	84.9%	73.4%	11.5%	8.5%	0.0%	6.5%	6.5%	11	2	1	0	1	15	N/A
30	I have trust and confidence in my supervisor.	Agree-disagree	84.9%	66.9%	18.1%	0.0%	8.5%	6.5%	15.1%	10	3	0	1	1	15	N/A
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	84.9%	73.4%	11.5%	8.5%	0.0%	6.5%	6.5%	11	2	1	0	1	15	N/A
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	61.3%	17.8%	43.5%	15.4%	15.4%	8.0%	23.4%	2	5	2	2	1	12	2
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	58.4%	24.2%	34.1%	23.2%	10.4%	8.0%	18.4%	3	4	3	1	1	12	2

34	*Managers communicate the goals of the organization.	Agree-disagree	80.9%	27.3%	53.7%	5.3%	6.9%	6.9%	13.8%	4	7	1	1	1	14	0
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	51.4%	23.6%	27.7%	27.7%	13.4%	7.6%	20.9%	3	3	4	2	1	13	1
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	82.2%	55.9%	26.3%	8.9%	0.0%	8.9%	8.9%	6	3	1	0	1	11	3
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	64.7%	39.0%	25.7%	19.4%	9.0%	6.9%	15.9%	5	4	3	1	1	14	0
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	79.9%	47.3%	32.7%	13.2%	0.0%	6.9%	6.9%	6	5	2	0	1	14	0
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	77.8%	36.8%	41.1%	9.0%	6.3%	6.9%	13.2%	5	6	1	1	1	14	N/A
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	85.3%	32.5%	52.8%	7.4%	0.0%	7.4%	7.4%	4	7	1	0	1	13	N/A
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	84.1%	62.6%	21.5%	9.0%	0.0%	6.9%	6.9%	9	3	1	0	1	14	N/A
42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	84.1%	55.7%	28.4%	0.0%	9.0%	6.9%	15.9%	8	4	0	1	1	14	N/A
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	68.0%	40.5%	27.5%	16.8%	8.3%	6.9%	15.2%	6	4	2	1	1	14	N/A
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	64.7%	30.0%	34.7%	19.4%	9.0%	6.9%	15.9%	4	5	3	1	1	14	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: National Mediation Board AES Report, 2021 OPM Federal Employee Viewpoint Survey

11. In my work unit poor performers usually:

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
Remain in the work unit and improve their performance over time	3	33.8%	2	26.8%	2	17.3%
Remain in the work unit and continue to underperform	2	21.2%	5	52.2%	9	82.7%
Leave the work unit - removed or transferred	0	0.0%	0	0.0%	0	0.0%
Leave the work unit - quit	1	10.1%	1	10.6%	0	0.0%
There are no poor performers in my work unit	3	34.9%	1	10.3%	0	0.0%
Do Not Know	6	— ^b	3	— ^b	2	— ^b
Total	15	100.0%	12	100.0%	13	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "Do Not Know" responses are not included in percentage calculations.

Source: **National Mediation Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Item	Year	Item Text	Percent Positive	Percent Neutral	Percent Negative	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	2021	*I am given a real opportunity to improve my skills in my organization.	76.9%	8.5%	14.5%	15	N/A
1	2020	*I am given a real opportunity to improve my skills in my organization.	75.8%	8.1%	16.1%	11	N/A
1	2019	*I am given a real opportunity to improve my skills in my organization.	61.5%	0.0%	38.5%	13	N/A
1	2018	*I am given a real opportunity to improve my skills in my organization.	64.3%	14.1%	21.6%	21	N/A
1	2017	*I am given a real opportunity to improve my skills in my organization.	70.8%	4.3%	24.8%	20	N/A
1	2016	*I am given a real opportunity to improve my skills in my organization.	53.2%	23.1%	23.7%	28	N/A
1	2015	*I am given a real opportunity to improve my skills in my organization.	47.6%	12.1%	40.3%	16	N/A
2	2021	I feel encouraged to come up with new and better ways of doing things.	74.0%	19.5%	6.5%	15	N/A
2	2020	I feel encouraged to come up with new and better ways of doing things.	77.9%	7.4%	14.7%	12	N/A
2	2019	I feel encouraged to come up with new and better ways of doing things.	76.8%	0.0%	23.2%	13	N/A
2	2018	I feel encouraged to come up with new and better ways of doing things.	49.0%	18.3%	32.7%	21	N/A
2	2017	I feel encouraged to come up with new and better ways of doing things.	55.5%	20.4%	24.2%	20	N/A
2	2016	I feel encouraged to come up with new and better ways of doing things.	42.8%	25.0%	32.2%	27	N/A
2	2015	I feel encouraged to come up with new and better ways of doing things.	42.4%	24.6%	33.0%	16	N/A
3	2021	My work gives me a feeling of personal accomplishment.	84.9%	8.5%	6.5%	15	N/A
3	2020	My work gives me a feeling of personal accomplishment.	89.8%	10.2%	0.0%	11	N/A
3	2019	My work gives me a feeling of personal accomplishment.	68.3%	15.8%	15.9%	13	N/A
3	2018	My work gives me a feeling of personal accomplishment.	68.0%	23.3%	8.7%	21	N/A
3	2017	My work gives me a feeling of personal accomplishment.	65.6%	18.6%	15.8%	20	N/A
3	2016	My work gives me a feeling of personal accomplishment.	60.7%	22.7%	16.6%	26	N/A
3	2015	My work gives me a feeling of personal accomplishment.	71.4%	22.1%	6.5%	15	N/A
4	2021	I know what is expected of me on the job.	78.4%	0.0%	21.6%	15	N/A
4	2020	I know what is expected of me on the job.	77.9%	7.4%	14.7%	12	N/A
4	2019	I know what is expected of me on the job.	76.8%	0.0%	23.2%	13	N/A
4	2018	I know what is expected of me on the job.	75.9%	8.7%	15.4%	21	N/A
4	2017	I know what is expected of me on the job.	84.0%	10.7%	5.3%	20	N/A
4	2016	I know what is expected of me on the job.	71.4%	16.4%	12.3%	26	N/A
4	2015	I know what is expected of me on the job.	66.5%	13.5%	20.0%	15	N/A
5	2021	*My workload is reasonable.	79.9%	0.0%	20.1%	15	0
5	2020	*My workload is reasonable.	64.7%	9.3%	26.0%	12	0
5	2019	*My workload is reasonable.	59.1%	15.9%	25.0%	12	0
5	2018	*My workload is reasonable.	61.8%	13.9%	24.2%	20	0
5	2017	*My workload is reasonable.	68.6%	5.3%	26.1%	20	0
5	2016	*My workload is reasonable.	56.7%	16.1%	27.2%	27	0
5	2015	*My workload is reasonable.	39.0%	18.5%	42.4%	16	0
6	2021	*My talents are used well in the workplace.	77.3%	0.0%	22.7%	14	0
6	2020	*My talents are used well in the workplace.	77.9%	7.4%	14.7%	12	0
6	2019	*My talents are used well in the workplace.	58.5%	0.0%	41.5%	12	0
6	2018	*My talents are used well in the workplace.	58.7%	18.8%	22.5%	21	0
6	2017	*My talents are used well in the workplace.	59.9%	9.9%	30.2%	20	0
6	2016	*My talents are used well in the workplace.	50.7%	24.8%	24.6%	26	1
6	2015	*My talents are used well in the workplace.	43.2%	7.7%	49.1%	15	0
7	2021	*I know how my work relates to the agency's goals.	93.1%	0.0%	6.9%	14	0
7	2020	*I know how my work relates to the agency's goals.	92.6%	7.4%	0.0%	12	0
7	2019	*I know how my work relates to the agency's goals.	83.8%	0.0%	16.2%	12	0
7	2018	*I know how my work relates to the agency's goals.	68.0%	18.1%	13.9%	21	0
7	2017	*I know how my work relates to the agency's goals and priorities.	84.2%	5.3%	10.6%	20	0
7	2016	*I know how my work relates to the agency's goals and priorities.	80.1%	8.6%	11.4%	28	0
7	2015	*I know how my work relates to the agency's goals and priorities.	67.0%	19.4%	13.6%	16	0
8	2021	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	77.8%	7.6%	14.6%	13	2
8	2020	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.6%	9.3%	22.1%	12	0
8	2019	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58.3%	8.2%	33.4%	12	1
8	2018	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49.9%	13.1%	37.0%	21	0
8	2017	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	60.3%	5.3%	34.4%	20	0
8	2016	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.9%	4.5%	38.6%	27	1
8	2015	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	30.2%	13.2%	56.5%	15	1
9	2021	*The people I work with cooperate to get the job done.	93.5%	0.0%	6.5%	15	N/A
9	2020	*The people I work with cooperate to get the job done.	85.3%	0.0%	14.7%	12	N/A
9	2019	*The people I work with cooperate to get the job done.	61.9%	0.0%	38.1%	13	N/A
9	2018	*The people I work with cooperate to get the job done.	67.4%	4.4%	28.3%	21	N/A
9	2017	*The people I work with cooperate to get the job done.	64.3%	4.6%	31.1%	20	N/A
9	2016	*The people I work with cooperate to get the job done.	58.6%	19.3%	22.1%	28	N/A

Core Q1-10, 12-44 Trend

9	2015	*The people I work with cooperate to get the job done.	65.9%	6.1%	28.0%	16	N/A
10	2021	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	46.2%	44.6%	9.2%	11	4
10	2020	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	82.1%	9.0%	8.9%	10	2
10	2019	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	49.9%	0.0%	50.1%	12	1
10	2018	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	24.8%	20.1%	55.1%	20	1
10	2017	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.1%	11.3%	55.6%	18	2
10	2016	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.2%	25.2%	40.6%	26	2
10	2015	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.8%	21.5%	46.6%	14	2
12	2021	*In my work unit, differences in performance are recognized in a meaningful way.	66.0%	26.5%	7.6%	13	2
12	2020	*In my work unit, differences in performance are recognized in a meaningful way.	77.9%	7.4%	14.7%	12	0
12	2019	*In my work unit, differences in performance are recognized in a meaningful way.	39.1%	14.8%	46.1%	13	0
12	2018	*In my work unit, differences in performance are recognized in a meaningful way.	33.2%	31.6%	35.2%	20	1
12	2017	*In my work unit, differences in performance are recognized in a meaningful way.	40.9%	14.5%	44.5%	20	0
12	2016	*In my work unit, differences in performance are recognized in a meaningful way.	37.5%	16.9%	45.7%	27	1
12	2015	*In my work unit, differences in performance are recognized in a meaningful way.	42.1%	5.2%	52.6%	16	0
13	2021	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	92.9%	0.0%	7.1%	14	1
13	2020	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	92.6%	7.4%	0.0%	12	0
13	2019	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76.7%	7.3%	16.0%	13	0
13	2018	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74.8%	15.2%	10.0%	20	1
13	2017	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	64.4%	9.9%	25.7%	20	0
13	2016	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	54.8%	26.7%	18.5%	28	0
13	2015	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	54.4%	16.9%	28.7%	14	2
14	2021	Employees in my work unit meet the needs of our customers.	92.9%	7.1%	0.0%	14	1
14	2020	During the COVID-19 pandemic, my work unit has met the needs of our customers.	100.0%	0.0%	0.0%	12	0
15	2021	Employees in my work unit contribute positively to my agency's performance.	93.5%	6.5%	0.0%	15	0
15	2020	During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.	100.0%	0.0%	0.0%	12	0
16	2021	Employees in my work unit produce high-quality work.	92.9%	7.1%	0.0%	14	1
16	2020	During the COVID-19 pandemic, my work unit has produced high-quality work.	100.0%	0.0%	0.0%	11	0
17	2021	Employees in my work unit adapt to changing priorities.	85.0%	15.0%	0.0%	12	2
17	2020	During the COVID-19 pandemic, my work unit has adapted to changing priorities.	100.0%	0.0%	0.0%	12	0
18	2021	Employees in my work unit successfully collaborate.	93.5%	6.5%	0.0%	15	0
18	2020	During the COVID-19 pandemic, my work unit has successfully collaborated.	100.0%	0.0%	0.0%	11	1
19	2021	Employees in my work unit achieve our goals.	100.0%	0.0%	0.0%	14	1
19	2020	During the COVID-19 pandemic, my work unit has achieved our goals.	100.0%	0.0%	0.0%	12	0
20	2021	Employees are recognized for providing high quality products and services.	84.6%	0.0%	15.4%	13	1
20	2020	Employees are recognized for providing high quality products and services.	92.6%	0.0%	7.4%	12	0
20	2019	Employees are recognized for providing high quality products and services.	57.9%	0.0%	42.1%	12	1
20	2018	Employees are recognized for providing high quality products and services.	46.6%	19.2%	34.2%	20	1
20	2017	Employees are recognized for providing high quality products and services.	60.1%	10.1%	29.8%	20	0
20	2016	Employees are recognized for providing high quality products and services.	57.9%	10.6%	31.5%	27	1
20	2015	Employees are recognized for providing high quality products and services.	40.9%	6.3%	52.8%	16	0
21	2021	Employees are protected from health and safety hazards on the job.	93.5%	0.0%	6.5%	15	0
21	2020	Employees are protected from health and safety hazards on the job.	92.6%	7.4%	0.0%	12	0
21	2019	Employees are protected from health and safety hazards on the job.	85.2%	7.6%	7.2%	13	0
21	2018	Employees are protected from health and safety hazards on the job.	73.0%	27.0%	0.0%	21	0
21	2017	Employees are protected from health and safety hazards on the job.	79.5%	15.8%	4.6%	20	0
21	2016	Employees are protected from health and safety hazards on the job.	75.8%	21.4%	2.9%	27	1
21	2015	Employees are protected from health and safety hazards on the job.	84.4%	15.6%	0.0%	15	1
22	2021	My agency is successful at accomplishing its mission.	92.9%	0.0%	7.1%	14	1
22	2020	My agency is successful at accomplishing its mission.	100.0%	0.0%	0.0%	12	0
22	2019	My agency is successful at accomplishing its mission.	84.0%	16.0%	0.0%	13	0
22	2018	My agency is successful at accomplishing its mission.	77.5%	8.7%	13.7%	21	0
22	2017	My agency is successful at accomplishing its mission.	89.8%	4.6%	5.6%	19	1
22	2016	My agency is successful at accomplishing its mission.	67.8%	16.2%	16.1%	27	1
22	2015	My agency is successful at accomplishing its mission.	59.4%	19.7%	20.9%	15	1
23	2021	*I recommend my organization as a good place to work.	79.9%	5.0%	15.1%	15	N/A
23	2020	*I recommend my organization as a good place to work.	77.9%	14.8%	7.3%	12	N/A
23	2019	*I recommend my organization as a good place to work.	45.4%	23.7%	30.9%	13	N/A

Core Q1-10, 12-44 Trend

23	2018	*I recommend my organization as a good place to work.	49.9%	27.7%	22.4%	21	N/A
23	2017	*I recommend my organization as a good place to work.	65.4%	15.1%	19.5%	20	N/A
23	2016	*I recommend my organization as a good place to work.	56.2%	17.9%	25.9%	28	N/A
23	2015	*I recommend my organization as a good place to work.	42.2%	24.8%	33.0%	16	N/A
24	2021	*I believe the results of this survey will be used to make my agency a better place to work.	52.2%	31.7%	16.1%	12	3
24	2020	*I believe the results of this survey will be used to make my agency a better place to work.	45.9%	30.1%	24.0%	11	1
24	2019	*I believe the results of this survey will be used to make my agency a better place to work.	34.5%	15.6%	50.0%	12	1
24	2018	*I believe the results of this survey will be used to make my agency a better place to work.	32.7%	27.3%	40.0%	19	2
24	2017	*I believe the results of this survey will be used to make my agency a better place to work.	34.4%	31.0%	34.6%	20	0
24	2016	*I believe the results of this survey will be used to make my agency a better place to work.	26.6%	33.8%	39.6%	23	5
24	2015	*I believe the results of this survey will be used to make my agency a better place to work.	24.8%	48.4%	26.8%	16	0
25	2021	My supervisor supports my need to balance work and other life issues.	93.5%	0.0%	6.5%	15	0
25	2020	My supervisor supports my need to balance work and other life issues.	85.3%	0.0%	14.7%	12	0
25	2019	My supervisor supports my need to balance work and other life issues.	69.5%	0.0%	30.5%	13	0
25	2018	My supervisor supports my need to balance work and other life issues.	77.3%	8.8%	13.9%	21	0
25	2017	My supervisor supports my need to balance work and other life issues.	79.5%	9.9%	10.6%	20	0
25	2016	My supervisor supports my need to balance work and other life issues.	76.9%	11.5%	11.6%	27	1
25	2015	My supervisor supports my need to balance work and other life issues.	60.4%	19.8%	19.8%	15	0
26	2021	My supervisor is committed to a workforce representative of all segments of society.	92.9%	0.0%	7.1%	14	1
26	2020	My supervisor is committed to a workforce representative of all segments of society.	77.9%	7.4%	14.7%	12	0
26	2019	My supervisor is committed to a workforce representative of all segments of society.	66.6%	0.0%	33.4%	12	1
26	2018	My supervisor is committed to a workforce representative of all segments of society.	75.6%	9.8%	14.6%	19	2
26	2017	My supervisor is committed to a workforce representative of all segments of society.	73.3%	10.1%	16.6%	19	1
26	2016	My supervisor is committed to a workforce representative of all segments of society.	61.4%	20.5%	18.1%	26	2
26	2015	My supervisor is committed to a workforce representative of all segments of society.	54.2%	37.3%	8.4%	14	2
27	2021	Supervisors in my work unit support employee development.	92.9%	0.0%	7.1%	14	1
27	2020	Supervisors in my work unit support employee development.	77.9%	7.4%	14.7%	12	0
27	2019	Supervisors in my work unit support employee development.	61.9%	0.0%	38.1%	13	0
27	2018	Supervisors in my work unit support employee development.	57.0%	16.1%	26.9%	21	0
27	2017	Supervisors in my work unit support employee development.	65.6%	9.9%	24.5%	20	0
27	2016	Supervisors in my work unit support employee development.	59.0%	11.7%	29.2%	28	0
27	2015	Supervisors in my work unit support employee development.	53.7%	6.0%	40.3%	16	0
28	2021	My supervisor listens to what I have to say.	93.5%	0.0%	6.5%	15	N/A
28	2020	My supervisor listens to what I have to say.	70.4%	7.4%	22.2%	12	N/A
28	2019	My supervisor listens to what I have to say.	54.0%	7.0%	39.0%	13	N/A
28	2018	My supervisor listens to what I have to say.	80.9%	0.0%	19.1%	20	N/A
28	2017	My supervisor listens to what I have to say.	79.8%	4.3%	15.9%	20	N/A
28	2016	My supervisor listens to what I have to say.	84.8%	8.1%	7.1%	28	N/A
28	2015	My supervisor listens to what I have to say.	86.6%	0.0%	13.4%	16	N/A
29	2021	My supervisor treats me with respect.	84.9%	8.5%	6.5%	15	N/A
29	2020	My supervisor treats me with respect.	70.4%	7.4%	22.2%	12	N/A
29	2019	My supervisor treats me with respect.	62.5%	0.0%	37.5%	13	N/A
29	2018	My supervisor treats me with respect.	80.9%	4.5%	14.5%	20	N/A
29	2017	My supervisor treats me with respect.	84.1%	5.3%	10.6%	20	N/A
29	2016	My supervisor treats me with respect.	76.9%	14.5%	8.6%	28	N/A
29	2015	My supervisor treats me with respect.	81.4%	5.2%	13.4%	16	N/A
30	2021	I have trust and confidence in my supervisor.	84.9%	0.0%	15.1%	15	N/A
30	2020	I have trust and confidence in my supervisor.	70.4%	7.4%	22.2%	12	N/A
30	2019	I have trust and confidence in my supervisor.	46.4%	8.5%	45.1%	13	N/A
30	2018	I have trust and confidence in my supervisor.	68.9%	6.4%	24.7%	19	N/A
30	2017	I have trust and confidence in my supervisor.	69.9%	9.9%	20.2%	20	N/A
30	2016	I have trust and confidence in my supervisor.	60.5%	11.5%	27.9%	28	N/A
30	2015	I have trust and confidence in my supervisor.	68.0%	11.3%	20.7%	16	N/A
31	2021	Overall, how good a job do you feel is being done by your immediate supervisor?	84.9%	8.5%	6.5%	15	N/A
31	2020	Overall, how good a job do you feel is being done by your immediate supervisor?	70.4%	7.4%	22.2%	12	N/A
31	2019	Overall, how good a job do you feel is being done by your immediate supervisor?	46.4%	30.3%	23.3%	13	N/A
31	2018	Overall, how good a job do you feel is being done by your immediate supervisor?	75.3%	4.7%	20.0%	19	N/A
31	2017	Overall, how good a job do you feel is being done by your immediate supervisor?	69.7%	14.4%	15.9%	20	N/A
31	2016	Overall, how good a job do you feel is being done by your immediate supervisor?	69.8%	10.3%	20.0%	28	N/A
31	2015	Overall, how good a job do you feel is being done by your immediate supervisor?	58.1%	19.8%	22.1%	15	N/A
32	2021	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	61.3%	15.4%	23.4%	12	2
32	2020	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	70.6%	14.7%	14.7%	12	0
32	2019	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	39.4%	7.2%	53.3%	13	0

Core Q1-10, 12-44 Trend

32	2018	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	35.4%	16.5%	48.1%	18	1
32	2017	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	44.9%	20.4%	34.6%	20	0
32	2016	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	39.4%	14.1%	46.6%	28	0
32	2015	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	31.6%	5.5%	62.9%	15	0
33	2021	My organization's senior leaders maintain high standards of honesty and integrity.	58.4%	23.2%	18.4%	12	2
33	2020	My organization's senior leaders maintain high standards of honesty and integrity.	77.9%	7.4%	14.7%	12	0
33	2019	My organization's senior leaders maintain high standards of honesty and integrity.	46.7%	14.9%	38.4%	13	0
33	2018	My organization's senior leaders maintain high standards of honesty and integrity.	54.7%	16.0%	29.3%	19	0
33	2017	My organization's senior leaders maintain high standards of honesty and integrity.	66.0%	11.8%	22.2%	18	2
33	2016	My organization's senior leaders maintain high standards of honesty and integrity.	56.6%	11.5%	31.9%	27	1
33	2015	My organization's senior leaders maintain high standards of honesty and integrity.	37.1%	27.8%	35.1%	15	0
34	2021	*Managers communicate the goals of the organization.	80.9%	5.3%	13.8%	14	0
34	2020	*Managers communicate the goals of the organization.	77.9%	7.4%	14.7%	12	0
34	2019	*Managers communicate the goals of the organization.	54.3%	15.2%	30.5%	13	0
34	2018	*Managers communicate the goals of the organization.	59.5%	0.0%	40.5%	19	0
34	2017	*Managers communicate the goals and priorities of the organization.	60.1%	9.9%	30.0%	20	0
34	2016	*Managers communicate the goals and priorities of the organization.	46.5%	23.2%	30.3%	27	1
34	2015	*Managers communicate the goals and priorities of the organization.	51.6%	6.5%	42.0%	15	0
35	2021	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.4%	27.7%	20.9%	13	1
35	2020	Managers promote communication among different work units (for example, about projects, goals, needed resources).	77.9%	7.4%	14.7%	12	0
35	2019	Managers promote communication among different work units (for example, about projects, goals, needed resources).	39.4%	0.0%	60.6%	13	0
35	2018	Managers promote communication among different work units (for example, about projects, goals, needed resources).	40.5%	6.1%	53.4%	18	1
35	2017	Managers promote communication among different work units (for example, about projects, goals, needed resources).	59.2%	10.5%	30.3%	20	0
35	2016	Managers promote communication among different work units (for example, about projects, goals, needed resources).	38.0%	19.6%	42.4%	28	0
35	2015	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.6%	0.0%	48.4%	15	0
36	2021	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	82.2%	8.9%	8.9%	11	3
36	2020	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	77.9%	7.4%	14.7%	12	0
36	2019	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	46.3%	15.2%	38.5%	13	0
36	2018	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	54.3%	24.0%	21.6%	13	4
36	2017	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.4%	15.1%	20.5%	20	0
36	2016	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	53.0%	22.0%	25.0%	27	1
36	2015	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	55.8%	0.0%	44.2%	14	1
37	2021	I have a high level of respect for my organization's senior leaders.	64.7%	19.4%	15.9%	14	0
37	2020	I have a high level of respect for my organization's senior leaders.	77.9%	7.4%	14.7%	12	0
37	2019	I have a high level of respect for my organization's senior leaders.	39.4%	14.8%	45.7%	13	0
37	2018	I have a high level of respect for my organization's senior leaders.	42.8%	18.6%	38.6%	19	0
37	2017	I have a high level of respect for my organization's senior leaders.	65.3%	9.3%	25.5%	20	0
37	2016	I have a high level of respect for my organization's senior leaders.	51.9%	17.7%	30.3%	28	0
37	2015	I have a high level of respect for my organization's senior leaders.	50.5%	6.7%	42.9%	15	0
38	2021	Senior leaders demonstrate support for Work-Life programs.	79.9%	13.2%	6.9%	14	0
38	2020	Senior leaders demonstrate support for Work-Life programs.	77.9%	7.4%	14.7%	12	0
38	2019	Senior leaders demonstrate support for Work-Life programs.	39.4%	29.4%	31.2%	13	0
38	2018	Senior leaders demonstrate support for Work-Life programs.	45.2%	31.2%	23.6%	19	0
38	2017	Senior leaders demonstrate support for Work-Life programs.	62.9%	10.4%	26.7%	19	1
38	2016	Senior leaders demonstrate support for Work-Life programs.	60.4%	21.3%	18.4%	24	3
38	2015	Senior leaders demonstrate support for Work-Life programs.	57.1%	14.2%	28.7%	15	0
39	2021	*How satisfied are you with your involvement in decisions that affect your work?	77.8%	9.0%	13.2%	14	N/A
39	2020	*How satisfied are you with your involvement in decisions that affect your work?	77.9%	7.4%	14.7%	12	N/A

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39	2019	*How satisfied are you with your involvement in decisions that affect your work?	41.6%	17.3%	41.1%	12	N/A
39	2018	*How satisfied are you with your involvement in decisions that affect your work?	48.2%	6.4%	45.4%	19	N/A
39	2017	*How satisfied are you with your involvement in decisions that affect your work?	50.2%	19.8%	30.0%	20	N/A
39	2016	*How satisfied are you with your involvement in decisions that affect your work?	38.0%	20.7%	41.3%	28	N/A
39	2015	*How satisfied are you with your involvement in decisions that affect your work?	30.7%	20.0%	49.4%	15	N/A
40	2021	*How satisfied are you with the information you receive from management on what's going on in your organization?	85.3%	7.4%	7.4%	13	N/A
40	2020	*How satisfied are you with the information you receive from management on what's going on in your organization?	77.9%	0.0%	22.1%	12	N/A
40	2019	*How satisfied are you with the information you receive from management on what's going on in your organization?	33.4%	9.1%	57.5%	12	N/A
40	2018	*How satisfied are you with the information you receive from management on what's going on in your organization?	36.2%	18.6%	45.2%	19	N/A
40	2017	*How satisfied are you with the information you receive from management on what's going on in your organization?	55.5%	5.3%	39.2%	20	N/A
40	2016	*How satisfied are you with the information you receive from management on what's going on in your organization?	40.8%	10.9%	48.3%	28	N/A
40	2015	*How satisfied are you with the information you receive from management on what's going on in your organization?	37.1%	0.0%	62.9%	15	N/A
41	2021	*How satisfied are you with the recognition you receive for doing a good job?	84.1%	9.0%	6.9%	14	N/A
41	2020	*How satisfied are you with the recognition you receive for doing a good job?	77.9%	7.4%	14.7%	12	N/A
41	2019	*How satisfied are you with the recognition you receive for doing a good job?	58.5%	16.1%	25.4%	12	N/A
41	2018	*How satisfied are you with the recognition you receive for doing a good job?	54.6%	15.9%	29.5%	19	N/A
41	2017	*How satisfied are you with the recognition you receive for doing a good job?	53.3%	21.6%	25.0%	19	N/A
41	2016	*How satisfied are you with the recognition you receive for doing a good job?	52.9%	28.5%	18.6%	28	N/A
41	2015	*How satisfied are you with the recognition you receive for doing a good job?	44.9%	20.0%	35.1%	15	N/A
42	2021	*Considering everything, how satisfied are you with your job?	84.1%	0.0%	15.9%	14	N/A
42	2020	*Considering everything, how satisfied are you with your job?	92.6%	0.0%	7.4%	12	N/A
42	2019	*Considering everything, how satisfied are you with your job?	61.5%	7.6%	30.9%	13	N/A
42	2018	*Considering everything, how satisfied are you with your job?	64.1%	4.7%	31.2%	19	N/A
42	2017	*Considering everything, how satisfied are you with your job?	70.8%	13.3%	15.9%	20	N/A
42	2016	*Considering everything, how satisfied are you with your job?	48.3%	24.4%	27.3%	28	N/A
42	2015	*Considering everything, how satisfied are you with your job?	58.2%	6.7%	35.1%	15	N/A
43	2021	Considering everything, how satisfied are you with your pay?	68.0%	16.8%	15.2%	14	N/A
43	2020	Considering everything, how satisfied are you with your pay?	70.1%	11.3%	18.7%	12	N/A
43	2019	Considering everything, how satisfied are you with your pay?	54.5%	22.6%	23.0%	13	N/A
43	2018	Considering everything, how satisfied are you with your pay?	58.7%	4.7%	36.6%	19	N/A
43	2017	Considering everything, how satisfied are you with your pay?	48.3%	10.6%	41.2%	20	N/A
43	2016	Considering everything, how satisfied are you with your pay?	51.4%	16.0%	32.6%	28	N/A
43	2015	Considering everything, how satisfied are you with your pay?	59.1%	0.0%	40.9%	15	N/A
44	2021	*Considering everything, how satisfied are you with your organization?	64.7%	19.4%	15.9%	14	N/A
44	2020	*Considering everything, how satisfied are you with your organization?	77.9%	7.4%	14.7%	12	N/A
44	2019	*Considering everything, how satisfied are you with your organization?	54.3%	14.8%	30.9%	13	N/A
44	2018	*Considering everything, how satisfied are you with your organization?	50.1%	0.0%	49.9%	19	N/A
44	2017	*Considering everything, how satisfied are you with your organization?	65.4%	14.4%	20.2%	20	N/A
44	2016	*Considering everything, how satisfied are you with your organization?	51.1%	18.6%	30.3%	28	N/A
44	2015	*Considering everything, how satisfied are you with your organization?	52.7%	5.5%	41.8%	15	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Trending for Q14-Q19 is based on the "During the COVID-19 Pandemic" responses in 2020.

Q14-Q19 were not included in the 2015-2019 OPM FEVS and therefore not shown for those years.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **National Mediation Board AES Report, 2021 OPM Federal Employee Viewpoint Survey**

Agency Pandemic Response: Physically Present

45. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2021	2021	2020	2020
	N	%	N	%
100% of my work time	1	6.9%	1	8.6%
At least 75% but less than 100%	0	0.0%	0	0.0%
At least 50% but less than 75%	0	0.0%	0	0.0%
At least 25% but less than 50%	1	9.0%	0	0.0%
Less than 25%	8	59.5%	6	50.4%
I have not been physically present at my agency worksite during the pandemic	4	24.6%	5	41.0%
Total	14	100.0%	12	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" ^a indicates that there are no trending results available for the year.

Source: **National Mediation Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Telework Trends

46. Please select the response that BEST describes your current teleworking schedule .

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
I telework every work day	10	71.0%	11	90.7%	0	0.0%
I telework 3 or 4 days per week	4	29.0%	1	9.3%	2	15.3%
I telework 1 or 2 days per week	0	0.0%	0	0.0%	6	44.3%
I telework, but only about 1 or 2 days per month	0	0.0%	0	0.0%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	0	0.0%	0	0.0%	0	0.0%
I <u>do not</u> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0	0.0%	0	0.0%	0	0.0%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%	0	0.0%
I <u>do not</u> telework because I did not receive approval to do so, even though I have the kind of job where I can telework	0	0.0%	0	0.0%	3	23.8%
I <u>do not</u> telework because I choose not to telework	0	0.0%	0	0.0%	2	16.6%
Total	14	100.0%	12	100.0%	13	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q46 is based on the "As of now" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: National Mediation Board AES Report, 2021 OPM Federal Employee Viewpoint Survey

Pandemic: Employee Supports

47. How has your organization supported you during the COVID-19 pandemic?

For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

	2021 Needed and available to me		2021 Needed, but not available to me		2021 Not needed by me now		2020 Needed and available to me		2020 Needed, but not available to me		2020 Not needed by me now	
	N	%	N	%	N	%	N	%	N	%	N	%
47A. Expanded telework	13	93.7%	0	0.0%	1	6.3%	12	100.0%	0	0.0%	0	0.0%
47B. Expanded work schedule flexibilities	8	57.2%	3	26.3%	2	16.6%	3	23.3%	1	7.4%	8	69.3%
47C. Expanded leave policies	7	46.8%	1	9.0%	6	44.2%	3	23.3%	1	11.3%	8	65.4%
47D. Clear guidance on COVID-19 vaccination protocols	12	86.8%	1	6.9%	1	6.3%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47E. Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite	3	24.2%	2	12.2%	9	63.6%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47F. Timely communication about possible COVID-19 exposure at my agency worksite	10	79.8%	0	0.0%	3	20.2%	10	85.1%	1	7.4%	1	7.5%
47G. Social distancing in my agency worksite	9	68.5%	1	6.9%	4	24.6%	6	55.5%	1	7.4%	5	37.1%
47H. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	8	59.5%	1	6.9%	5	33.6%	8	70.3%	0	0.0%	4	29.7%
47I. Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness	9	68.5%	1	6.9%	4	24.6%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47J. A well-ventilated worksite	7	56.5%	2	16.6%	4	26.8%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47K. Clear guidance on quarantine requirements after any COVID-19 exposure	9	71.9%	1	7.5%	3	20.6%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

—^a indicates that there are no trending results available for the year.

Items Q47D-E and Q47I-K are new and do not trend. Item text for Q47F and Q47G has changed from the 2020 FEVS.

Source: National Mediation Board AES Report, 2021 OPM Federal Employee Viewpoint Survey

Pandemic Response: Senior Leaders and Supervisors

48. My organization's senior leaders demonstrate commitment to employee health and safety.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	11	80.9%	9	77.9%
Agree	2	12.2%	2	14.7%
Neither Agree nor Disagree	1	6.9%	0	0.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	1	7.4%
No Basis to Judge	0	— ^b	0	— ^b
Total	14	100.0%	12	100.0%

49. My organization's senior leaders support policies and procedures to protect employee health and safety.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	10	74.7%	9	84.1%
Agree	2	12.2%	2	15.9%
Neither Agree nor Disagree	2	13.2%	0	0.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%
No Basis to Judge	0	— ^b	1	— ^b
Total	14	100.0%	12	100.0%

50. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

	2021 N	2021 %
Strongly Agree	6	45.2%
Agree	5	32.7%
Neither Agree nor Disagree	1	9.0%
Disagree	0	0.0%
Strongly Disagree	2	13.2%
No Basis to Judge	0	— ^b
Total	14	100.0%

51. My supervisor shows concern for my health and safety.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	9	66.2%	8	76.1%
Agree	4	26.9%	2	15.9%
Neither Agree nor Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	1	6.9%	1	8.0%
No Basis to Judge	0	— ^b	1	— ^b
Total	14	100.0%	12	100.0%

52. My supervisor supports my efforts to stay healthy and safe while working.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	8	59.9%	8	76.1%
Agree	5	33.2%	2	15.9%
Neither Agree nor Disagree	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	1	6.9%	1	8.0%
No Basis to Judge	0	— ^b	1	— ^b
Total	14	100.0%	12	100.0%

53. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	9	65.7%	8	70.4%
Agree	3	21.2%	2	14.9%
Neither Agree nor Disagree	1	6.3%	0	0.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	1	6.9%	2	14.7%
No Basis to Judge	0	— ^b	0	— ^b
Total	14	100.0%	12	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q48, Q49, Q51-Q53 is based on the "During the COVID-19 Pandemic" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **National Mediation Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic: Type of Work

54. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?

	2021	2021	2020	2020
	N	%	N	%
Yes	1	6.3%	0	0.0%
No	13	93.7%	11	100.0%
Other	0	0.0%	0	0.0%
Total	14	100.0%	11	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **National Mediation Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic Response

55. My agency's leadership updates employees about return to the worksite planning.

	2021 N	2021 %
Strongly Agree	3	24.4%
Agree	8	54.7%
Neither Agree nor Disagree	1	7.8%
Disagree	0	0.0%
Strongly Disagree	2	13.2%
Do Not Know	0	— ^b
Total	14	100.0%

56. In plans to return more employees to the worksite, my organization has made employee safety a top priority.

	2021 N	2021 %
Strongly Agree	6	43.9%
Agree	4	32.8%
Neither Agree nor Disagree	2	15.8%
Disagree	0	0.0%
Strongly Disagree	1	7.4%
Do Not Know	0	— ^b
Total	13	100.0%

57. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	9	66.8%	8	69.3%
Agree	3	20.1%	3	23.3%
Neither Agree nor Disagree	1	6.3%	0	0.0%
Disagree	0	0.0%	1	7.4%
Strongly Disagree	1	6.9%	0	0.0%
Do Not Know	0	— ^b	0	— ^b
Total	14	100.0%	12	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "Do Not Know" responses are not included in percentage calculations.

The "Do Not Know" response option for Q57 was worded as "No Basis to Judge" in 2020.

Source: **National Mediation Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey