DEPARTMENT OF THE ARMY
U.S. ARMY MANEUVER SUPPORT CENTER AND FORT LEONARD WOOD
320 MANSCEN LOOP STE 316
FORT LEONARD WOOD, MISSOURI 65473-8929

·LY TO
TENTION OF

ATZT-CPAC (690-700d)

24 FEB 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #37-03, Labor – Management Relations Guidance

1. PURPOSE. To publish the labor-management relations policy for the U.S. Army Maneuver Support Center and Fort Leonard Wood.

2. GENERAL. Department of Defense and Army policy encourages the establishment of a cooperative labor management relationship that is focused on supporting and enhancing the Department's national security mission. A cooperative labor management relationship is evidenced through creating and maintaining a high performance workplace that delivers the highest quality products and services to the American people at the lowest possible cost. Such relationships are committed to pursuing solutions that promote increased quality and productivity, customer service, mission accomplishment, efficiency, quality of work life, employee empowerment, organizational performance, and military readiness.

3. POLICY.

a. I expect commanders, directors, and military and civilian supervisors to deal with union officials in good faith and work towards solutions that are beneficial to the mission and employees. In those situations where the parties must disagree, they should do so by explaining their respective positions and keeping matters on a professional, business-like level.

b. Leaders must solicit and support labor participation through the union presidents or other authorized union officials when planning or implementing changes in existing policies and procedures that affect the working conditions of employees in the bargaining units. The appropriate union president should be notified in advance, through the CPAC Labor Relations Office, of the proposed changes and provided an opportunity to discuss issues or to bargain on behalf of bargaining unit employees.

c. I consider the labor unions, civilian employees, and management as a working team to make Fort Leonard Wood the premier training center in America. Over the long term, a cooperative and mutually respectful working relationship is in the best interests of all. Consensual means of resolving disputes are the preferred outcome for resolving disputes that may arise in the labor-management relationship.

d. I am totally committed to achieving excellence through cooperative labor management relationships.

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4. PROCEDURES.

a. Appropriated fund employees are organized into four bargaining units represented by three labor unions: (1) the American Federation of Government Employees (AFGE), Local 908, representing GS employees in professional and non-professional employee bargaining units; (2) the National Association of Government Employees (NAGE), Local R14-32, representing wage grade and wage leader employees; and (3) the International Association of Fire Fighters (IAFF), Local F-108, representing firefighters and fire inspectors. NAGE, Local R14-32 also represents a bargaining unit of nonappropriated fund employees.

b. Active communication is the key to opening the door to cooperative relationship. I urge leaders to allow official time for training consistent with 5 U.S. Code Section 7131, agency regulations and the collective bargaining agreements so that union officers and stewards can effectively represent the bargaining unit members. Leaders should use the subject matter experts on the staff to ensure that new ideas or new ways of operating do not violate statutory or regulatory provisions, and are consistent with collective bargaining agreement provisions. Appropriate authorities should ensure they approve any necessary exceptions to policies.

5. SUPERSESSION. This policy supersedes the previous command policy, subject as above, dated 25 August 1997.

6. PROPONENCY. The proponent for this policy is the Director, Civilian Personnel Advisory Center, at 596-0280.

R. L. VAN ANTWERP
Major General, USA
Commanding

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