

RESOLUTION ON THE PARTIES ATTEMPT TO RESOLVE UNFAIR LABOR PRACTICES WITHOUT 3RD PARTY INTERVENTION

PREAMBLE

In the spirit of the Labor Summit Resolution on Common Goals and Objectives, signed 8 April 1998, and the Partnership Agreement between AFGE Council 214 and HQ-AFMC, signed 25 June 1999, management at Hill AFB and AFGE Local 1592 will work towards reducing the level of third party intervention in disputes considered to be Unfair Labor Practices (ULPs). We will address those charges that currently have not been resolved, and future charges, in a manner that lends itself to correcting the problem, educating the parties and improving our relationship while striving to prevent future violations. We will work together to change the parties' attitudes toward each other to one that fosters trust and mutual respect. We believe that we are able to resolve most disputes that may arise and endeavor to do so, whenever possible, without involving parties that have no interest or stake in our future

INFORMAL REVIEW OF ULPs

We fully understand that the parties have a right to pursue timely allegations of violations of the Labor Statute to the Federal Labor Relations Authority (FLRA). However, we believe that informal review of such allegations is in the parties' best interests and will, in most cases, result in prompt and effective resolution of those matters without the need for the Authority's intervention. To that end we will use an informal, structured, process to bring these matters to the attention of appropriate officials and resolve them quickly, fairly, and in a manner that improves the relationship as well as corrects the problem. We agree to the following:

- Provide timely, comprehensive, written statements of charges to the charged party. (Refer to "Statement of Charges" section below.) Where deemed appropriate, statements of charges may be provided prior to being filed with the FLRA.
- Strive to meet within 10 days of the presentation of the charge, to discuss the allegations. Such meetings shall be with the appropriate supervisor/manager who is empowered to resolve the dispute and any other necessary employees, stewards and management officials in an attempt to discuss the issues, understand the various points of view and attempt in good faith to resolve the dispute.
- If the issue is not resolved, the appropriate Union Representative and Labor Relations Specialist will strive to meet with appropriate officials at a level high enough to gain resolution, within 10 days of the initial meeting.
- After meeting with officials with requisite authority to resolve the issue, the charged party will provide their decision within 10 days. The charging party is free to pursue unresolved charges to the FLRA for resolution. If the parties at either step of this process resolve a potential ULP dispute that dispute is deemed closed and will not be subject to a ULP charge with the Authority.
- The charging party is free to pursue unresolved charges through the FLRA for resolution at any time.
- A record of this informal review will be kept for tracking purposes and the identification of problem areas.

STATEMENTS OF CHARGES

We agree that timely and effective action to correct violations requires a valid and accurate statement of the charge. To that end, all charges will be written in a manner that

allows for ease of comprehension while accurately and completely stating the charge. Such statements will include, as a minimum:

- The specific violation, e.g., bypass, reprisal, etc., of the Labor Statute
- The name, complete office symbol, and phone number (if available) of the individual alleged to have committed the violation
- A detailed, specific description of the alleged violation including the date it occurred and whether or not there was a witness
- Copies of any related documents (Settlements, MOAs, MOUs, etc)
- Reasonable remedy sought and whether or not it is negotiable
- Name and phone number of the person who can be contacted to explain the charge

We will cooperate fully in assuring our mutual understanding of these charges and the remedies requested. We will do this through honest communication, presenting all available information, up front, in a way designed to solve the problem quickly and prevent reoccurrences.

ULP TRAINING AND EDUCATION

We believe that many ULPs are a result of lack of training and education. We feel that we share jointly in our responsibility to insure that the labor and management are aware of their responsibilities under the Labor Statute. To meet that responsibility, we will contact the FLRA and arrange for them to provide training, conducted jointly, and to assist us in developing ULP training, which can be used to make others aware of their responsibilities under the Labor Statute. We will then, jointly, provide training to help avoid such charges. We see this as a positive step in improving the relationship and changing the attitudes of labor and management.

ACCOUNTABILITY

ULPs are a serious violation of the offended party's rights and are detrimental to our relationship and the success of the Center's mission. As such, we will take all allegations seriously. We believe that violators should be held accountable for their actions in order to avoid future infractions. Because many ULPs are resolved informally, each party will develop a system to track those instances as a means to identify problem areas that may need the attention of higher-level officials. In instances where we believe it appropriate to meet with higher level officials to insure that proper corrective actions are taken, the Labor Relations Officer and the President, AFGE Local 1592, or their designees will do so. Where corrective action is taken, we will inform each other to the extent allowed while protecting the privacy of the individual involved.

OO-ALC/DPCE

AFGE LOCAL 1592

// SIGNED //, 6 Dec 00

// SIGNED//, 6 Dec 00

DON HOLMAN
Labor Relations Officer

TROY TINGEY
President

