



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR FORCE MATERIEL COMMAND
WRIGHT-PATTERSON AIR FORCE BASE, OHIO

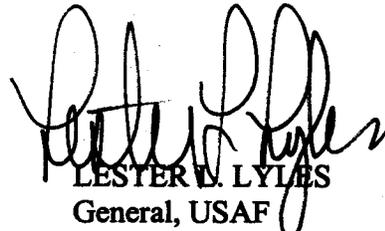
21 MAY 2001

MEMORANDUM FOR SEE DISTRIBUTION

FROM: AFMC/CC
4375 Chidlaw Road
Wright-Patterson AFB OH 45433-5001

SUBJECT: Alternative Dispute Resolution (ADR) for Workplace Disputes

1. I have recently affirmed my commitment to work with the AFGE Council 214 to promote maximum use of ADR techniques for workplace disputes, such as grievances and Unfair Labor Practices (ULPs), throughout the command. We have very successful ADR programs where we have strong leadership, backed by effective ADR champions. As such, each installation commander will establish an ADR champion for workplace disputes. Commanders will place special emphasis on ensuring this champion is trusted and respected as a neutral party by all segments of the workforce. The function of these ADR champions is laid out in the AF ADR plan, but in short, these are the people who will develop your program for you, market the program, send out information and guidance, ensure appropriate mediator training and rotation, and develop your reviews and annual reports.
2. Commanders will ensure they have a trained and capable ADR staff and that appropriate union representatives also receive training to provide effective support, input, and feedback on the program. HQ AFMC/DP will finalize the AFMC ADR plan for workplace disputes, provide overall guidance and support, and work with you to establish appropriate metrics to support an annual joint assessment between labor and management at the local level of our ADR efforts.
3. Your personal leadership is essential to the development of an excellent ADR program. You must become a strong advocate for ADR to take hold and succeed. The AFMC ADR Champion for workplace disputes is Mr. Jim Barone, HQ AFMC/DP. He stands ready to support your efforts.


LESTER V. LYLES
General, USAF
Commander

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