



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
ANNISTON ARMY DEPOT
7 FRANKFORD AVENUE
ANNISTON, ALABAMA 36201-4199

AMSTA-AN-RCP

Commander's Policy Statement #6

SUBJECT: Labor-Management Relations at Anniston Army Depot

1. A positive labor-management relations program is essential to Anniston Army Depot. The well-being of employees and the efficient administration of the government are benefited by providing employees of an opportunity to participate in the formulation and implementation of personnel policies and practices affecting the conditions of their employment. We must demonstrate an affirmative willingness to work with the union as the exclusive representative of all employees in the bargaining unit.
2. The Labor Relations Specialist, Civilian Personnel Advisory Center (CPAC) is designated as the principle point of contact for conducting business with the union since the majority of such dealings will be concerned with personnel policies and working conditions. However, this designation does not relieve management officials and supervisors of their responsibilities for carrying out the daily dealings with the union.
3. First line supervisors have the greatest responsibility to foster and maintain a work climate conducive to good labor-management relations. At this level, management has direct contact with employees which assists in identifying employees' needs and concerns. All levels of management, both civilian and military, must willingly carry out not only the direct provisions of the labor-management relations program and the Negotiated Agreement with Local 1945, but also the spirit and intent of each in dealing with recognized unions. Emphasis should be on the establishment of relationships and understandings to preclude problems.
4. Labor-management relations at this installation will be governed by the following policies and principles:
 - a. Title VII of Public Law 95-454 recognizes that labor organizations and collective bargaining in the Civil Service are in the public interest. The achievement of modern and efficient work practices and a commitment to high standards of performance are essential.
 - b. The Negotiated Agreement provides the basis for the long-range relationship of the parties. If this relationship is to be one of mutual trust and confidence, management must ensure the agreement is administered reasonably and consistently.

AMSTA-AN-RCP

SUBJECT: Labor-Management Relations at Anniston Army Depot

c. The stated purpose of our Partnership Council, to maximize mission performance through a collaborative labor-management relationship, must be maintained. However, management officials must retain the ability and authority to assign work, and make other decisions basic to the efficient management of the public enterprise and the accomplishment of the national security mission. In dealing with labor organizations, management officials will ensure management rights, as well as employee and union rights, set forth in the Negotiated Agreement are retained.

d. Each employee has the right, freely, without fear of penalty or reprisal, to form, join, or assist a labor organization, or to refrain from any such activity, and each employee will be protected in the exercise of this right.

5. The maintenance of an effective labor-management relationship is a basic responsibility of all management officials and is essential to the successful accomplishment of our mission. I, therefore, expect management officials at all levels to maintain a cooperative and constructive relationship with union officials and employees so that the objectives set forth in this policy are met.

6. This Policy Statement supersedes Policy Statement Number #6 dated 21 March 2000.

GERALD BATES, JR.
Colonel, OD
Commanding

DISTRIBUTION:
D
AFGE, Local 1945

