



DEPARTMENT OF THE ARMY  
HEADQUARTERS, UNITED STATES ARMY, PACIFIC  
FORT SHAFTER, HAWAII 96858-5100



REPLY TO  
ATTENTION OF :

APPE-CP

21 November 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Labor-Management Relations

1. Every employee of the United States Government has the protected right--freely and without fear of penalty or reprisal--to form, join, and assist a labor organization, or to refrain from such activity. I am personally committed to support the Federal Labor Relations Program.
2. Supervisors assign work, hire, remove, discipline, and make many decisions basic to efficient management. The union, as the exclusive bargaining representative, has a legitimate interest in the effect of such decisions. When there is an obligation to negotiate over some aspect of a management-initiated change, our proposals must permit sufficient time to consider the union's position and to exchange views in good faith before final action is taken.
3. The Civilian Personnel Advisory Center is the principal contact point for ensuring that our labor-management relations conform with applicable laws, regulations, and this policy statement. Supervisors will obtain the advice and guidance of the Labor Advisor, Civilian Personnel Advisory Center, in carrying out their responsibilities for day-to-day dealings with the union.
4. The point of contact is G1/DCSPER, Civilian Personnel Division, DSN (315) 438-8679.

  
JAMES L. CAMPBELL  
Lieutenant General, USA  
Commanding

DISTRIBUTION:  
A, B