



Department of Defense



***National Security  
Personnel System***

Working with the Unions

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*Leading The Way*





## Panel Members

- **Robert G. Butler, Jr.**
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- **Colonel Dennis Wier**
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- **Tim Curry – Moderator**
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- **NSPS Implementation for Bargaining Unit Employees**
- **Management Conduct During Union Organizing Activities – Some Helpful Tips**
- **Navy HPC Experience with Union Organizing Activities**
- **US STRATCOM Experience with Union Organizing Activities**

- **Union organizing efforts targeting eligible employees not represented by unions**
  - Organizing efforts have spiked, particularly in organizations covered by NSPS
  - Organizing efforts across all Components
  
- **Union organizing efforts have impacted NSPS implementation for some activities**
  - NSPS limited to non-bargaining unit employees
  - Organizing efforts raising questions on employee status – bargaining unit or non-bargaining unit?

### ■ Management Conduct During Union Organizing Activities

#### Remain neutral:

- Don't coerce or attempt to influence an employee's choice
- Don't take actions based on union organizing activity (reprisal)
- Don't discuss if unions, in general are beneficial or not
- Don't promise a benefit based on a desired behavior
- Don't interfere with the election

### ■ What can you do?

- Inform employees of an election
- Encourage employees to vote
- Rebut false or misleading statements
- Enforce all workplace rules
- Prohibit organizing activity in work areas during work hours
- Refer employee union-related questions to HR, FLRA, and Union
- Consult with your Labor Relations advisor in your servicing Human Resources Office

- **Converted to NSPS during Spiral 1.1**
  - **Employees seeking union representation prior to conversion in April 2006**
  - **AFGE certified as representative August 2006**
  - **Approximately 97 employees in bargaining unit – only bargaining unit currently under NSPS**

## ■ Experiences with new local union

- Negotiation experience with the union so far
- Communication with the union and workforce
  - ✓ What works well
  - ✓ Lessons learned

- **AFGE Organizing Activity at Offutt AFB**
  - **Town hall for unrepresented employees – John Gage, National President, AFGE**
    - ✓ Light attendance – 21 people
    - ✓ Discussion on union efforts regarding NSPS
  - **Other union activity at Offutt**

## ■ Communication on NSPS

- Experiences with the unions
- Experiences with the workforce
  - ✓ What works well
  - ✓ Lessons learned