



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS US ARMY GARRISON
2837 BOYD AVENUE
FORT HUACHUCA ARIZONA 85613-7001

ATZS-CDR (100)

24 September 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy--Labor-Management Relations

1. A positive Labor-Management Relations Program is vital to Fort Huachuca. Employee participation in collective bargaining, with respect to personnel policies and matters affecting working conditions, contributes to the efficient accomplishment of the mission at Fort Huachuca. We must demonstrate a willingness to work with the union.
2. All supervisors, from the first level and above, are a part of Fort Huachuca's management team. As such, they play a vital role in the labor relations function. An open line of communication must be established with the union by all levels of the management team.
3. We need to be cognizant of our responsibilities as they relate to the Federal Service Labor -Management Statute and the Negotiated Agreement. We, together with the union, will strive for a mutual working relationship that will enhance the Labor-Management Relations Program. Maintaining a good working environment will increase quality and productivity, as well as keep Fort Huachuca in a competitive posture. In working with the bargaining unit our focus will be on the fact that we all have common goals.
4. Proponent for the subject area is the Civilian Personnel Advisory Center.
5. This memorandum supersedes policy memorandum, ATZS-CDR, 19 Oct 99, subject: Policy -Labor-Management Relations.

/s/ Signed
LAWRENCE J. PORTOUW
Colonel, MI
Commander, US Army Garrison

ATZS-CDR

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