

Fort Sam Houston US Army Bargaining Units

Local 28 MEDCOM Para-Professional Employees, AMEDD C&S, ASA, NEC, MICC Professional Employees, AR North Para-Professional Employees, MEDCOM Contracting Center, 410th Contracting Support Brigade Professional Employees, San Antonio MEPS Para-Professional Employees, Houston MEPS Para-Professional Employees, Amarillo MEPS Para-Professional Employees, Houston Recruiting Battalion

Local 1004 BAMC Para-Professional Employees and DENTAC

Local 1033 BAMC Professional Employees

Local 1055 Camp Stanley

Local 1067 106th Signal Brigade Para-Professional Employees

It is a Team Effort

Approximately 57% of the civilian employees that work for Army are represented by a union. As a supervisor or manager in Army, you make decisions that impact the working conditions of bargaining unit employees on a daily basis. It is an exciting time to be a part of the Army and supporting its worldwide mission. The duties you perform are important and may affect Soldiers in the field, or at home, in one way or another. We recognize that supervising and managing in a bargaining unit environment can be challenging, but your local Civilian Personnel Advisory Center (CPAC) LMER Specialist is always available to assist you. They provide professional advisory services in collective bargaining agreement interpretation and various aspects of interaction with union officials and bargaining unit employees. Involving the LMER Specialist at all levels of carrying out these responsibilities will assist you in better understanding your responsibilities and how the local labor relations actions are actually handled as they differ slightly based on the local collective bargaining agreement, (also known as the collective bargaining agreement (CBA) or union contract). The CPAC LMER Specialist is your management advisor and you are highly encouraged to seek their guidance sooner rather than later.



**Ft Sam Houston
Civilian Personnel
Advisory Center
(CPAC)
Labor-
Management/
Employee
Relations (LMER)
Branch**



**Labor
Tools and
Tips for
Supervisors
of
Government
Civilians**

Hurdles of Labor Relations

Weingarten Rights

Under 7114(a)(2)(B), a bargaining unit employee being examined in an investigation (an investigatory examination or interview) is entitled to union representation if the examination is conducted by a representative of the agency, the employee reasonably believes that the examination will result in disciplinary action, and the employee asks for representation.

The Statute establishes three conditions that must be met for a meeting to be considered a "Weingarten" meeting:

- One or more Agency representatives are examining (questioning) a bargaining unit employee in connection with an investigation and;
- The employee reasonably believes that the examination may result in disciplinary action against the employee; and
- The employee requests Union representation.

It is the employee's responsibility to request Union representation.

Employees are obligated to cooperate with Agency officials during an inquiry or investigation, and failure to do so may result in a disciplinary action.

Working Conditions

Working conditions refers to the working environment and all existing circumstances affecting labor in the workplace, including job hours, physical aspects, legal rights and responsibilities. Working conditions that involve conditions of employment are grievable.

Past Practice

Past Practice is any long-standing, frequent practice that is accepted and known about by the union and management. Work site behavior which consistent and of significant duration, such that it takes the form of an unwritten but enforceable policy.

A practice that meets the standards of being defined as a past practice is considered to be part of the contract. Since it is part of the contract, grievances can be filed if management violates a past practice. In most cases management cannot end a past practice without first bargaining with the union. In some cases management must wait until contract negotiations to change a past practice. If illegal practice, stop implementing immediately and bargain the impact and implementation of stopping the practice.

Managers/supervisors are required to notify your GI and/or CPAC Labor Specialist before making any changes to working conditions or past practices affecting bargaining unit employees.

Labor Relations - Key Points

- Know and keep in touch with your local CPAC LMER Specialist.
- Obtain a copy of your collective bargaining agreement – keep it handy, know what it says and who it covers.
- Know who your local union officials are and if they work for you, keep track of the amount of Official Time they use performing representational duties for the union.
- Think about workplace changes in advance and call the CPAC before making them.
- Negotiate over changes to working conditions and personnel policies in good faith.
- Avoid allegations of union animus.
- Protect management's rights and honor union/employee rights.
- Avoid committing ULPs (Unfair Labor Practices)



Your CPAC LMER Specialist

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