



DEPARTMENT OF DEFENSE
Defense Commissary Agency
Fort Lee, VA 23801-1800

DIRECTOR'S POLICY

Corporate Approach to Labor Relations

DP 500-17
August 23, 2011

Human Resources
OPR: DeCA/HR

1. PURPOSE. This policy communicates the Director's philosophy on Labor Relations. It further sets forth expectations and requirements of supervisors and managers.

2. POLICY.

a. Through this policy statement, I recognize and support the labor relations statutory requirements set forth in 5 U.S.C. Chapter 71.

b. In addition to statutory requirements, I recognize the Collective Bargaining Agreements (CBA) which have been established between the Defense Commissary Agency (DeCA) and its various unions. I further recognize that DeCA's unions are the exclusive representative of bargaining unit employees.

c. Effective communication is an essential element for establishing and maintaining a successful working relationship between management and DeCA's unions.

d. Through mutual cooperation and working together, management and the unions can improve the working conditions of all employees.

3. RESPONSIBILITY.

a. DeCA supervisors and managers will read, understand, and apply the provisions of the CBA to maintain an effective employee and labor relations environment within their area of responsibility.

b. Supervisors and managers will:

(1) Comply with the requirements and responsibilities set forth by labor relations statute and their respective CBA within DeCA.

(2) Recognize the exclusive representational rights of DeCA's unions. This includes inviting the union to meetings between management and bargaining unit employees where conditions of employment will be discussed.

(3) Be familiar with and regularly consult their respective CBA.

(4) Maintain open lines of communication with DeCA's unions and seek opportunities to meet with union representatives to address issues and concerns of bargaining unit employees.

c. The Human Resources Directorate shall provide assistance to supervisors and managers in complying with this labor relations policy.

d. The office of General Counsel shall provide legal advice to supervisors and third party representation, as appropriate.

4. EFFECTIVE DATE. This Policy is effective immediately.

Joseph H. Jeu
Director