



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

## DIRECTOR'S POLICY

DP 500-17  
June 29, 2018

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Human Resources  
OPR: DeCA/CCH

**SUBJECT:** Corporate Approach to Labor Relations

**1. PURPOSE.** This Director's Policy (DP) communicates the Director's philosophy on Labor Relations. It further sets forth expectations and requirements of supervisors and managers. This DP supersedes DP 500-17, dated August 23, 2011.

**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) and Master Labor Agreements (MLA) 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 (BU) 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. RESPONSIBILITIES.**

a. DeCA supervisors and managers will read, understand, and apply the provisions of the respective CBA/MLA, 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 respective CBA/MLA within DeCA.

(2) Recognize the exclusive representational rights of DeCA's unions. This includes inviting the union to formal discussions/meetings between management and BU employees where grievances, personnel policies/practices or other conditions of employment will be discussed.

(3) Become familiar with and regularly consult respective CBA/MLA.

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

(5) Contact your Labor Management and Employee Relations (LMER) Specialist if you have any questions or concerns regarding this policy or the provisions of the agreements.

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

d. Contact the Labor Relations Specialist for arbitration and Unfair Labor Practice guidance.

**4. APPLICIABILITY.** This DP assigns responsibility for accomplishing the requirements of DoD Publications program, in accordance with DoDI 5025.01. This DP applies to all DeCA activities and all DeCA personnel.

**5. RELEASIABILITY. Cleared for public release.** This DP is available on DeCA's internet website at [www.commissaries.com](http://www.commissaries.com).

**6. EFFECTIVE DATE.** This Policy is effective immediately.



Robert J. Bianchi  
Director