

## DEPARTMENT OF THE ARMY

HEADQUARTERS  
U.S. ARMY ENGINEER CENTER AND FORT LEONARD WOOD  
FORT LEONARD WOOD, MISSOURI

## LABOR-MANAGEMENT PARTNERSHIP COUNCIL

### Headquarters

**U.S. Army Engineer Center and Fort Leonard Wood Headquarters,  
U.S. Army Medical Department Activity, Headquarters, U.S. Army Dental  
Activity**

and

**National Federation of Federal Employees, LOCAL 738  
National Association of Government Employees, LOCAL R 14-32  
International Association of Firefighters, LOCAL F-108**

### By-LAWS

#### **I. Purpose:**

The Partners to the Labor-Management Partnership Council at Fort Leonard Wood agree that the purpose will be: (1) to create an atmosphere of mutual trust and respect, (2) to help ensure more productive and cost effective service, (3) to further the mission of the Department Of the Army at Fort Leonard Wood; (4) to craft solutions to work related

issues, and (5) to build **constructive** Labor Management relations.

## II. Organization:

NAGE, NFFE, LAFE will be represented by members of the bargaining unit or those who have the authority to make decisions on their behalf. Management will be represented by the Chief of Staff, Director of Training, Deputy Commander for Administration-MEDDAC, Garrison Commander, and Labor Relations Officer or those who have the authority to make decisions on their behalf.

The Council will be chaired on a quarterly rotational schedule and alternate between labor and management. The chair will be responsible for the calling of quarterly meetings (or more frequently if needed); conduct of the meetings; and facilitation of discussions.

The Labor Relations Officer will be responsible for the Council Agenda and the recording of minutes.

## III. Administration.

A quorum must be present before an official meeting can be held. At least 75 percent of the organizations on the Council must have representatives present for a quorum.

Individual grievances will not be decided by the Council nor will statutory rights be waived through the Partnership process.

#### IV. Methodology to Raise Issues.

Issues will be raised using the following methods:

1. Individual council members may bring an issue before the Council for consideration.
2. Partnering work teams may also bring an issue accompanied by information and proposed resolution(s) in writing to the Council for consideration.

#### V. Partnering Work Teams

The Council will encourage the formation of teams to formed to resolve specific work related issues. Partnering work teams will provide the primary means to achieve the Council's purpose. These work teams will normally be comprised of those individuals (members of a bargaining unit, other military/civilian subject matter experts and civilian/military supervisors) who have first hand knowledge of the issue.

Partnering work teams will provide information, make recommendations and offer resolutions to the Council. The appropriate union(s) will be afforded an opportunity to be present when work teams are conducting meetings under the Partnership process.

An appropriate, another type of team will be formed consisting of subject matter experts who will work to resolve major level issues on the installation. This team will be chartered by the Council.

## VI. Decision Making Process.

All members of the Council are full participants in the decision making process. Issues raised will be considered and discussion will be open. The chair will then call for a consensus determination with one of the following results:

1. Unanimous agreement.
2. Consensus with dissenting view(s).
3. No consensus.

All determinations will be forwarded in writing to the Commanding General or appropriate authority for final review decision and implementation.

If no consensus can be achieved, the party(ies) in disagreement should offer alternatives. In the event an alternative is not found, the party(ies) in disagreement must reevaluate their position in the context of the Partnership purpose. Continued disagreement should raise consideration for removing the matter from the Council's agenda. If the matter is otherwise negotiable, it can be submitted for bargaining as appropriate through normal negotiation procedures. If this matter is otherwise grievable, it may be submitted for resolution under collective bargaining procedures.

The Council will ensure that any recommendation forwarded to the CG for decision or any issues resolved at

the Council level do not violate any collective bargaining agreements. Issues resolved by consensus will be final unless later overturned by the Command, or found to be contrary to law or any regulation not under control of this Command. Once approved by appropriate authority partnering successes will be publicized by posting results on bulletin boards and publishing articles in the ESSAYONS or in the Civilian Personnel UPDATE as appropriate.

#### VI. Official Time and Facilities.

All partnering workteams will be provided adequate meeting space by the Council. The official use of government telephones, fax machines, copiers, and computers will be permitted as necessary to perform the functions of the Council. Council representatives' and partnering work teams' time will be charged to official duty. The Council recognizes the need to assure such work teams do not interfere with mission accomplishment and will assure effective use of government time and resources.

#### VI. Amendments.

**The council by-laws** may be amended if required. Amendments must be approved by all of the **Partners in the Council**.

Chief of Staff

President, National  
Federation of  
Federal Employees

Garrison Commander

President, National  
Association of  
Government Employees

Deputy Commander for  
Administration,  
MEDDAC

President, International  
Association of Fire  
Fighters

Director of Training

Labor Relations Officer