



DEPARTMENT OF THE NAVY
COMMANDER
NAVY REGION HAWAII
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9 Aug 17

LABOR RELATIONS POLICY STATEMENT

Ref: (a) Executive Order 13522, Creating Labor-Management Forums to Improve Delivery of Government Service
(b) SECNAVINST 12711.2

It is my philosophy and belief that working with labor representatives in a collaborative manner is key to improving the operations of Navy Region Hawaii and its installations. It is therefore my policy that all management officials, to include all levels of supervisors, establish good relations with employees and their exclusive union representatives to promote harmonious labor-management relations and to utilize positive proactive approaches to resolve disputes. I firmly believe that such relations: 1) enhance the national security mission, 2) foster a high performing workplace that delivers the highest quality products and services at the lowest possible cost, and 3) promote increased quality of work life. This policy aligns and complies with President Obama's Executive Order 13522, Creating Labor-Management Forums to Improve Delivery of Government Services, Department of Defense's Guiding Principles, and Secretary of the Navy's Labor Management Relations Program policy.

In keeping with these directives, I expect the following of my leadership team:

- Proactive engagement with employees and union representatives in matters affecting conditions of employment and the delivery of products and services.
- Effective conflict management using sound labor relations principles and solution oriented techniques, including the use of alternative dispute resolution, when appropriate.
- Establishing and maintaining effective labor management relationships focused on supporting and enhancing the national security mission, a high performing workplace, and increased quality of work life.

The Human Resources Office (HRO) (N13) is responsible for ensuring the policies and procedures in labor relations matters are in compliance with references (a) and (b) and to advise managers and supervisors on the proper execution of their labor relations authorities and responsibilities.

I consider the above to be part of every supervisor's "Leadership" Critical Element and hold all managers, supervisors, and HRO accountable for full compliance with the above policy. I also expect to be notified of matters that are not resolvable by the labor and management parties and therefore require the engagement of a third party, and when labor-management relations adversely impact mission, performance, and morale.

A handwritten signature in black ink, appearing to read "B. P. FORT", is positioned above the printed name.

B. P. FORT