

03 JUL 2018

TO: Redstone Arsenal Community

FROM: Commander, US Army Garrison - Redstone

SUBJECT: Policy for Use of Common Access Areas by Labor Unions on Redstone Arsenal

POLICY: To provide policies and procedures for Labor Unions to pursue contact with employees in conjunction with internal Union business such as soliciting membership, seeking a showing of interest for Union representation, or other internal Union matters specifically in common access areas of tenant organizations at Redstone Arsenal.

DISCUSSION: Union representatives, who are employed on Redstone Arsenal and have approved access on the Installation or Union representatives who have been granted temporary access to the Installation, may pursue contact with employees in conjunction with internal Union business within common access areas of tenant organizations where the mission of the organization is not affected and the duties of employees are not impacted. For the purpose of this policy, common access areas are considered unrestricted non-work areas exterior to buildings that may include parking lots, sidewalks, courtyards and the like.

a. Notification.

(1) No less than 10 working days in advance, the Union will notify a tenant organization Commander, Executive Director or other appropriate official in writing as to the date, time, duration, and specific location for which the Union intends to be present in common access areas at the organization's facility for the purpose of making contact with employees.

(2) Failure of the Union to notify the tenant organization(s) in advance may result in denying the Union's access to common access areas for a specific tenant organization.

(3) The tenant organization notified will respond to the Union in writing acknowledging the Union's intent to be present in common access areas at the organization's facility for the purpose of making contact with employees. If mission requirements or other valid reasons warrant, the Union can be asked to postpone, curtail or reconsider their intended activity.

b. Restrictions.

GARRISON POLICY
NO. 10-1

(1) The Union's representative(s) may only solicit employees in unrestricted common access areas.

(2) The Union's representative(s) cannot impede employee access to their place of duty during duty hours. Solicitation and contact with employees can only occur before or after duty hours, lunch, breaks, or at other non-duty times.

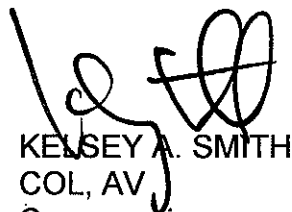
(3) Tenant organizations cannot restrict or deny the Union representative(s) from solicitation and contact with employees in common access areas provided the conditions of 1 and 2 of the above are satisfied

(4) The Union representative(s) may not place or leave materials or items such as flyers, leaflets, pamphlets or the like on or in the property of employees such as automobiles and may not place or leave materials or items such as flyers, leaflets, pamphlets or the like on or in any property of the Government.

c. Miscellaneous

(1) This policy is applicable to the premises of all Redstone Arsenal tenant organizations.

(2) Within the provisions of this policy, failure to allow Union representatives to pursue contact with employees in conjunction with internal Union business such as soliciting membership, seeking a showing of interest for Union representation, or other internal Union matters may be considered an unfair labor practice in violation of the Federal Service Labor-Management Relations Statute, Title 5, Chapter 71, Section 7116(a)(1) as judged in similar circumstances by the Federal Labor Relations Authority in GSA and NFFE Local 1705, 9 FLRA 213, 215 (1982) and Treasury, IRS, Ogden Serv. Ctr. and NTEU Chapter 67, 42 FLRA 1034, 1050-54 (1991).



KELSEY A. SMITH
COL, AV
Commanding

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