



UNITED STATES MARINE CORPS
MARINE CORPS RECRUIT DEPOT/WESTERN RECRUITING REGION
1600 HENDERSON AVENUE SUITE 238
SAN DIEGO, CALIFORNIA 92140-5001

DepO 12711.1B
1B

JUN 26 2002

DEPOT ORDER 12711.1B

From: Commanding General
To: Distribution List

Subj: LABOR MANAGEMENT RELATIONS

Ref: (a) Chapter 71 of Title 5, United States Code
(b) SECNAVINST 12711.1A

1. Situation. Any employee of this command, covered by a bargaining unit, may as a matter of right and without fear of penalty, reprimand, interference, coercion, restraint or discrimination:
 - a. Join or refrain from joining a labor organization.
 - b. Form or otherwise assist a labor organization.
 - c. Participate in the management of a labor organization and act in the capacity as its representative; however, reference (a) does not authorize an employee to participate when this would result in a conflict or apparent conflict of interest, be incompatible with law or with the official duties of the employee.
 - d. Present the views of a labor organization to officials of the Executive Branch, the Congress or other appropriate authority. No individual's rights or status as an employee will be affected due to membership or non-membership in a labor organization or their activity on its behalf.
2. Cancellation. DepO 12711.1A
3. Mission. To promulgate information concerning policy on Labor Management Relations in accordance with references (a) and (b).
4. Execution
 - a. Commander's Intent. Recognizing the mutual obligation of the parties, it is the policy of this command that management officials shall consult with representatives of recognized labor organizations, and meet with representatives of exclusively recognized unions at reasonable times to confer in good faith regarding personnel policies, practices and matters relating to working conditions, as appropriate under applicable laws, rules and regulations.
 - b. Concept of Operations
 - (1) Director, Depot Human Resources. Act as the Depot representative in relations to labor organizations representing Civil Service.
 - (2) Management Officials and Supervisors. Maintain a posture of neutrality with regard to questions of membership or non-membership in labor organizations or preference of one union over another.

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(3) Labor Organizations

(a) Representatives of labor organizations will be afforded reasonable opportunity to solicit membership and support among employees. The time and place of membership drives is subject to prior command approval.

(b) Requests

1 Requests for approval to conduct a membership drive shall be submitted to the Commanding General, Attn: Director of Civilian Personnel.

2 Sufficient time must be allowed to consider the request, make arrangements for the drive, and allow adequate advanced notice to employees.

(c) Solicitation of membership in a labor organization shall not be conducted while the employees concerned are on official time.

(d) When one labor organization has exclusive recognition, no other organization will be allowed to conduct a membership drive.

5. Administration and Logistics

a. Distribution of Union Literature. Recognized labor organization notices, bulletins or other literature may be posted on official civil service bulletin boards or unofficial bulletin boards as designated by organizational commanders, division heads or officers-in-charge. Unofficial bulletin boards shall consist of those normally used to disseminate information to civil service employees. Posted material shall indicate usage by the recognized labor organization, and the issuing organization shall be solely responsible for the contents. Literature containing the following is not authorized for distribution or posting:

(1) Propaganda against or attacks upon agencies, individuals, or activities of the federal government.

(2) Violates any law or negotiated agreements.

(3) Endangers the security of this Depot.

(4) Involves political issues.

(5) Contains scurrilous/libelous material

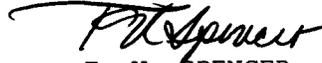
b. Union Requests for Lists of Employees. A list of employees in the unit, with identifying information, will be furnished to a union for the purpose of membership solicitation, upon written request to the Commanding General Attn: Director of Civilian Personnel. A charge may be incurred by the requestor, in accordance with regulations, to cover the actual cost of preparing the list. Home addresses and telephone numbers will not be given, as official release of such information is in violation of the Federal Privacy Act, Title 10, United States Code.

6. Command and Signal

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a. Command. This Order is applicable to all personnel assigned to MCRD/WRR, San Diego.

b. Signal. This Order is effective the date signed.



T. W. SPENCER
Chief of Staff

DISTRIBUTION: F