



# National Council on Federal Labor-Management Relations

Presented by the District of Columbia National Guard  
and the National Association of Government Employees  
(NAGE), Local R3-86

July 17, 2013

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# Joint Force Headquarters District of Columbia National Guard



- There are Militias in 54 states, territories and the District of Columbia
- Federal Reserve Components
  - Army National Guard
  - Air National Guard
- *Citizen-Soldiers / Airmen*
- A civilian career PLUS military service to state & nation

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## History of the District of Columbia National Guard



- President Thomas Jefferson created the DC Militia in 1802
- Francis Scott Key, a DC Militia Lieutenant wrote the National Anthem during the War of 1812
- DC Militia has participated in all of our nations conflicts from the War of 1812 through Operations Noble Eagle, Iraqi Freedom, Enduring Freedom, and Operation New Dawn
- First military responder in DC for all Defense Security Cooperation Agency (DSCA) events

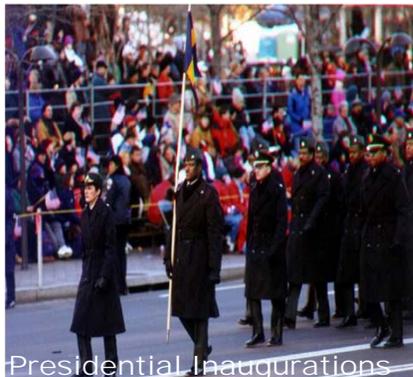
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# Significant Events



Capitol Hill Mission



Presidential Inaugurations



IMF 2009

- DCNG as First Military Responders in support of city:
  - 2001 post-9/11 Capitol Mission and Combat Air Patrol
  - Snow Emergencies
  - State of the Union Addresses
  - IMF/World Bank Protest
  - Nuclear Security Summit
  - 4<sup>th</sup> of July Celebrations on Nat'l Mall
  - All Presidential Inaugurations
  - Hurricane Irene / Sandy Support
  - MLK Memorial Dedication
  - State Funerals
  - National Security Special Events



"Snowmageddon" 2010



Nuclear Security Summit



2011 MLK Memorial Dedication

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## District of Columbia National Guard Mission Statement

The District of Columbia National Guard is the **first military responder** to defend and support the nation's capital, the nation's leaders, and residents, workers and visitors of the District by **assisting District and federal agencies** in the District of Columbia. The DCNG maintains trained and equipped forces as reserve components of the Air Force and Army uniquely poised to perform sustained ground missions and federal air missions as directed to defend and protect the homeland. Additionally, DCNG supports Emergency Support Functions (ESF) requests.

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# The Unique Situation of the DC National Guard Dual Status Technician

- National Guard Technician Act of 1968 (Public Law 90-486) created Dual Status Military Technicians
- Federal employees who must maintain a military affiliation, whose mission is to provide day-to-day continuity in the operation and training of Army and Air National Guard units

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# NAGE R3-86 and DC National Guard's Previous Relationship



- The previous relationship had issues from both parties. Much of this stemmed from the dual status of R3-86 military technicians.
- The Union wanted the collective bargaining agreement to be followed and enforced.
- Management wanted to ensure that military guidelines and rules were also being adhered to.
- There was a lack of communication as to how to approach these issues cooperatively.

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# Emergency Response in the DC National Guard

- The need for a clear and straightforward emergency response and information dissemination system is of utmost importance to the DC National Guard and its employees.
- The DC National Guard is tasked with protecting the District during emergency situations and it is critical that the employees can be immediately notified in an emergency and can properly respond.

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# Hurricane Sandy



- On October 29, 2012, in response to Hurricane Sandy, OPM announced that the Federal Government was closed due to inclement weather and that only emergency employees had to report to work.
- After returning to work on October 31, 2012, the Agency issued a number of disciplinary actions to bargaining unit employees for being absent without leave. Several weeks after Hurricane Sandy, some employees also had their pay deducted.
- There were miscommunications between supervisors and employees, where some supervisors originally granted the employees administrative leave in accordance with OPM guidance, while others were told that the employees had to report due to the emergency. Still others were told they both were granted leave and that they had to report for duty.

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## The Start of a Better Relationship



- In the aftermath of Sandy, it became clear that there was confusion with the District of Columbia National Guard's usage of the phrases "emergency" and "essential" employees when dealing with an emergency.
- The agency's view was that all full-time employees were considered emergency employees, not essential employees. NAGE's impression was that if an employee was essential he or she was to follow OPM's guidance as had been done in the past. This quickly escalated into a contentious issue due to the miscommunications between the Parties during the week of the hurricane.
- Several individuals sought the assistance of NAGE Local R3-86 to have any disciplinary actions imposed by management retracted and to prevent similar actions from occurring in the future.
- The Parties mutually agreed to have a meeting to discuss this issue, along with a number of other concerns from both Parties and to ensure that this miscommunication did not happen again.

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# Solving the Problem of Emergency Communications



- The Parties sat down together to discuss what each side saw as the problems that arose during the Hurricane Sandy response.
- Both sides agreed there was an issue with how the emergency was communicated to the employees and that there needed to be resolution to ensure that the DC National Guard is prepared to respond to District emergencies.

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# Problems with Old Emergency Response System



- The previous emergency response system that the DC National Guard utilized conflicted with several articles of the Parties' CBA.
- No Impact and Implementation bargaining had occurred when the system was put into place and therefore any misconceptions or miscommunications regarding the procedure for all dual status technicians to follow had not been addressed.
- In order to have a strong work force with personnel's understanding paralleled with management's, this needed to be addressed.

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# New Emergency Response System



- The Parties met numerous times and determined that a new, clearer means of sending out notices, e.g. text messages and emails, during an emergency was critical to prevent future issues.
- The labor/management forum contracted with a vendor for a new Interactive Warning System, which calls the employee's phone, sends a text message and/or an email with all the information needed to assure that information is succinct and punctual.
- This is intended to be a foolproof way to disseminate the proper information to all employees in the event that another disaster occurs.
- The new system has been used successfully and ensures everyone involved receives accurate information and the information sent is timely and communicated to every employee.
- Most importantly, it ensures that the DCNG is able to respond in an emergency and protect the citizens of the District of Columbia.

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# Improved Relationship Going Forward



- By working together to solve the issues that arose in the aftermath of Hurricane Sandy, the Parties were able to not only solve a real problem that potentially could have affected all residents of the District of Columbia, as well as those who work in and visit the District, but also improved their working relationship going forward.
- Today, there is clear communication between the Parties. The sides talk on a regular basis and are constantly working together to continue to improve their relationship, to improve the DC National Guard and the work that its employees and the bargaining unit employees of NAGE R3-86 perform.

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# Questions?

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THANK YOU!

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