

DATE: April 29, 2019

TO: Center Directives Manager
Langley Research Center



FROM: David A. LeDoux, Director, Office of Human Capital Management

SUBJECT: MEMO Authorizing Continued Use of Expired Langley Directive
3711.3J Labor-Management Relations Program
Expiration date: March 31, 2019

REF A: NASA Requirement Waiver for NPR 1400.1 (3.5.2.6), NRW 1400-37

In accordance with reference A, I authorize the continued use of the expired subject directive.

LAPD 3711.3J Labor-Management Relations Program
The subject directive has been reviewed prior to the expiration date and a summary of the required changes is: minor edits.
The directive was also assessed for the risk of continued use after expiration versus the risk of not having the directive available after expiration. The results of that risk assessment are: none.
Justification for the delay is: Due to the Office of Human Capital Management reorg taking place, our office is in the process of reviewing all impacted policy documents to provide specific name change updates as we want all impacted documents to be changed at the same time.
The updated directive has been submitted for Center-wide review as of February 15, 2019, but we requested on April 2, 2019 to delay the review due to the reorg.

Please refer any questions or concerns regarding the continued use of this directive to Nicole K. Smith, ER/LR Specialist.

A handwritten signature in dark ink, appearing to read "David A. LeDoux", written over a horizontal line.

David A. LeDoux, Director, Office of Human Capital Management

4-29-19

Date

cc:
218/K.C.Suddreth

DATE: March 4, 2019

TO: Center Directives Manager
Langley Research Center



FROM: David A. LeDoux, Director, Office of Human Capital Management

SUBJECT: MEMO Authorizing Continued Use of Expired Langley Directive
3711.3J Labor-Management Relations Program
Expiration date: March 31, 2019

REF A: [NASA Requirement Waiver for NPR 1400.1 \(3.5.2.6\), NRW 1400-37](#)

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LAPD 3711.3J Labor-Management Relations Program
The subject directive has been reviewed prior to the expiration date and a summary of the required changes is: minor edits.
The directive was also assessed for the risk of continued use after expiration versus the risk of not having the directive available after expiration. The results of that risk assessment are: none.
Justification for the delay is: n/a
The updated directive has been submitted for Center-wide review as of February 15, 2019.

Please refer any questions or concerns regarding the continued use of this directive to Nicole K. Smith, ER/LR Specialist.

A handwritten signature in blue ink, appearing to read "David A. LeDoux", written over a horizontal line.

David A. LeDoux, Director, Office of Human Capital Management

3/4/19
Date

cc:

218/K.C.Suddreth



LANGLEY Directive:
POLICY
DIRECTIVE

LAPD 3711.3J
Effective Date: April 23, 2014
Expiration Date: March 31, 2019

Responsible Office: Office of Human Capital Management

SUBJECT: Labor-Management Relations Program

1. POLICY

It is the policy of the Center, in the interest of the well-being of all employees and the efficient administration of the Government, to comply with the policies and procedural requirements contained in NASA regulations and with Federal law.

2. APPLICABILITY

This LaPD is applicable to civil servants at Langley Research Center, including Component Facilities and Technical and Service Support Centers. This directive sets forth this Center's Labor-Management Relations Program Policy and delegates authority to operate the Program at Langley Research Center (LaRC).

3. AUTHORITY

- a. NPD 3000.1, "Human Capital Management"
- b. NPR 3711.1A, "Federal Employee Labor Management Relations Program"
- c. 5 USC 7134, the Federal Service Labor Management Relations Statute

4. APPLICABLE DOCUMENTS AND FORMS

None

5. RESPONSIBILITY

- a. The Center Director is responsible for administering the labor-management program and for meeting, negotiating, and/or participating in partnership with representatives of exclusive labor organizations for the purpose of arriving at an agreement, subject to any conditions and limitations that may be imposed by higher authority.
- b. The Office of the Chief Counsel, is responsible for providing legal advice and representational activities on behalf of the agency to include review of the local collective bargaining agreement.

- c. The Office of Human Capital Management is responsible for providing appropriate training to all Center supervisors. It is also responsible for review and oversight of this policy.
- d. Supervisors are responsible for being knowledgeable of and adhering to Federal labor laws.

6. DELEGATION OF AUTHORITY

The Labor Relations Specialist, Office of Human Capital Management, is delegated authority to operate the Labor-Management Relations Program at Langley Research Center (LaRC). This includes, but is not necessarily limited to:

- a. Representing the Center in its dealings with labor organizations.
- b. Consulting with labor organizations, as required, in the formulation of personnel policies and practices and other matters affecting general working conditions of employees at LaRC.
- c. Representing the Center in negotiating written agreements with labor organizations on appropriate matters, with authority to enter into agreements, subject to NASA Headquarters approval, as a duly authorized representative of the Center, and within the policies or guidelines established by Center management.
- d. Consulting and coordinating as necessary with the Office of Chief Counsel in unfair labor practice or other representational activities subject to formal proceedings before the Federal Labor Relations Authority.

7. MEASUREMENT/VERIFICATION

None

8. CANCELLATION

LAPD 3711.3, dated January 11, 2005.

Original signed on file

Stephen G. Jurczyk
Acting Center Director

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