



**LANGLEY
POLICY
DIRECTIVE**

**Directive: LAPD 3711.3
Effective Date: January 11, 2005
Expiration Date: May 12, 2014**

Responsible Office: Office of Human Capital Management

SUBJECT: Labor-Management Relations Program (revalidated 3/12/09)

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, "Management of Human Resources"
- b. 5 USC 7134, The Federal Service Labor Management Relations Statute

4. APPLICABLE DOCUMENTS

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. Director, 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 April 26, 1999.

Original signed on file April 26, 1999
Jeremiah F. Creedon
Director

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