

CEHR-L Regulation No. 690-1-701 (O)	Department of the Army U.S. Army Corps of Engineers Washington, DC 20314-1000	ER 690-1-701 (O) 25 Jun 84
	Civilian Personnel JOB ACTION CONTINGENCY PLAN	
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DAEN-PEC-L

Regulation
No. 690-1-701

25 June 1984

Civilian Personnel
JOB ACTION CONTINGENCY PLAN

1. Purpose. The purpose of this regulation is to provide information and guidance regarding actions that will be followed in the event Field Operating Activities are subjected to job actions by U.S. Army Corps of Engineers civilian employees.

2. Applicability. This regulation applies to HQUSACE/OCE and all Field Operating Activities (FOA).

3. References.

- a. DOD CPM Chapter 711
- b. AR 690-700

4. General.

a. Strikes by employees of the Government of the United States are prohibited by 5 USC 7311 and 18 USC 1918. Further, 5 USC 7116(b)(7) prohibits labor organizations, on behalf of employees they represent, from calling or engaging in a strike, work stoppage or slowdown; picketing an agency in a labor-management dispute; or condoning any such activity by failing to take affirmative action to prevent or stop it. Such activities are commonly referred to as job actions. Informational picketing which does not interfere with an agency's operations is not prohibited.

b. The Chief, Labor and Employee Relations Branch, Civilian Personnel Office (DAEN-PEC-L) is designated as the principal point of contact for matters relating to work stoppages by union or nonunion employee groups employed by the Corps. These instructions do not relate to, nor do they have any bearing upon, actions by contractor employees or actions by others that affect only contractor employees. DAEN-PEC-L will be responsible for coordinating the activities of other concerned elements within the Headquarters, U.S. Army Corps of Engineers staff as necessary. The need for assistance from other staff elements will be determined in relation to the particular situation.

This regulation supersedes ER 690-1-701, 1 October 1976

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5. Actions to be Taken by Field Operating Activities.

a. All Field Operating Activities will develop and maintain contingency plans for carrying out agency missions in the event of job actions on the part of employees. A copy of each local plan will be furnished CDR, USACE (DAEN-PEC-L) WASH DC 20314. All FOA contingency plans will be consistent with the requirements of reference b.

b. When there is evidence of a threatened or actual job action, Commanders will notify the Chief, Labor and Employee Relations Branch, Civilian Personnel Office, HQUSACE (202) 272-0553 or AV 285-0553 by telephone through appropriate command channels. During non-duty hours the DA Operations Center (Area Code 202 695-0441, ext. 240 or FTS 695-0441, ext 240) will be called and the home telephone number of the USACE Duty Officer will be obtained so that the USACE Duty Officer can be immediately informed of the threatened or actual job action.

c. As soon as it is determined that an incident is threatened, a complete chronological record of events, actions and any other pertinent information will be maintained, to include specific names, events or conversations, and specific times. The record will include information as to whether the incident relates to a local matter or appears to be part of a wide-spread issue over which the FOA has no control. Developments and evidence will be carefully documented. A sample format for use as a guide in preparing factual information on the actions of individual employees is shown at Appendix A.

d. If and when a job action actually occurs, local Field Operating activities' contingency plans will be placed in effect upon receipt of telephonic clearance from the Chief, Labor and Employee Relations Branch, HQ USACE.

6. Actions to be Taken by the Headquarters, U.S. Army Corps of Engineers.

a. Upon receipt of information regarding a threatened or actual job action, the Chief, Labor and Employee Relations Branch (DAEN-PEC-L) will immediately inform HQDA (Chief, Labor and Employee Relations Division, ODCSPER), the HQ USACE Executive Office, Office of the Chief Counsel, and such other HQ USACE elements as may be appropriate.

b. Liaison between Corps Field Operating Activities and HQDA will be maintained by DAEN-PEC-L. Appropriate liaison with the concerned elements of HQ USACE will also be maintained on a continuing basis.

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c. Any HQ USACE element receiving information directly from a Field Operating Activity about a threatened or actual job action will promptly notify the Chief, Labor and Employee Relations Branch, Civilian Personnel Office, to assure prompt necessary involvement is effected in accordance with paragraphs 4b and 6a above.

FOR THE COMMANDER:



PAUL F. KAVANAUGH
Colonel, Corps of Engineers
Chief of Staff

1 APPENDIX
App A
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SAMPLE

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APPENDIX A

RECORD OF JOB ACTION PARTICIPATION

This sample format may be used as a guide to record factual information on the actions of individual employees.

1. Name of employee and position _____

2. Is employee a labor organization official or representative?

If so, what is the employee's title? _____

3. Briefly describe activity of employee during initial phase of job action. Did the employee terminate work or encourage others to do so? At what time was this? Did the employee obey orders to return to work; if so, what time was it? What did you tell the employee? When advised of illegal nature of action and ordered to return to work, what did employee say or do? What, if any, reasons were given for the employee action? What in your opinion caused the job action?

4. Was employee prevented from reporting to or returning to work by conditions beyond his or her control? _____ If so, what were the conditions or alleged conditions?

5. What statements, if any, did employee make to you or fellow employees during this action.

6. List other pertinent observations or statements you made to employee in connection with the action.

7. What other supervisors or employees were witnesses to statements or actions of this employee?

8. Dates covered _____

9. Supervisor's signature _____ Date _____