

FAIR LABOR PRACTICE COMMITTEE
in the
HEART MOUNTAIN RELOCATION CENTER
STATE OF WYOMING

労働公正委員会

Article I

Section 1. Jurisdictions:

- a. Fair Labor Practice Committee shall act as a panel to hear all labor disputes between employees and management and recommend to the Personnel Officer adjustments of disputes growing out of grievances or out of the interpretation or application of rules and regulations of the authority in the Heart Mountain Relocation Center, State of Wyoming.

Article II

Section 2. Fair Labor Practice Committee:

- a. Body of seven (7) committees shall constitute the Fair Labor Practice Committee.
- b. One (1) committee shall be elected from each of the following occupational groups:
 - (1) Clerical
 - (2) Professional
 - (3) Operating (construction, motor pool and maintenance)and two (2) committeemen shall be elected from each of the following occupational groups:
 - (4) Agriculture (2)
 - (5) Mess Management (2)
- c. The said committee members shall be full or part-time workers selected from work groups as listed above with reasonable speaking knowledge of the English language.
- d. The said committees shall appoint a Chairman of the Fair Labor Practice Committee who shall preside at all hearings and shall rule on admissibility of evidence presented before the committee.
- e. The tenure of office of the Fair Labor Practice Committee shall be six (6) months.
- f. The said committee may appoint a secretary who shall be a member within the committee and who shall have custody of all records of hearings held before the committee.
- g. Liaison between Community Council and the F.L.P.C. shall be carried out by a member of the Community Council acting as an ex-officio member of the F.L.P.C. This person will usually be the Chairman of the Labor Committee of the Community Council.

Section 3. Duties of the Committee:

- a. Duties and responsibilities of the Fair Labor Practice Committee is prescribed and defined in section 50.5 of the "Project Employment Handbook" of the W.R.A.

Article III

Section 4. Election of the Committee:

- a. All elections of the committees shall be held at a special meeting of their respective group by the secret vote, and shall notify the election result to the committee.
- b. General election of the committees shall be held at least one week prior to the expiration of the preceding term and the date of such election shall be determined by the committee.

Section 5. Qualified Voters:

- a. All full or part-time evacuee employees shall be qualified voters.

Section 6. Vacancies:

- a. A vacancy in the committee shall be filled by special election in each group in which such vacancy occurs.

Article IV

Section 7. Responsibility of the Community Council:

- a. The election of the first committees of the Fair Labor Practice Committee shall be held within fifteen (15) days of the approval of this procedure. Plan for the organization of the said committee shall be the joint responsibility of the Labor Committee of the Community Council and Personnel Management Section.

Article V

Section 8. Employee Relation Advisers:

- a. The said committee may appoint an Employee Relation Adviser and shall determine his term of office. If duties of office of Employment Relation Adviser require service of more than one person, an additional Employee Relation Adviser may be employed and paid "c" rates by W.R.A.

Section 9. Duties of the Employee Relation Adviser:

- a. The Employee Relation Adviser shall be responsible for the collection of facts and information on grievances filed by any evacuee worker relative to employment.
- b. The said Employee Relation Advisers shall be authorized by the Project Director to arrange interviews that are necessary with any member of the evacuee or appointive staff.

Article VI

Section 10. Complaint:

- a. The Complaint must be in writing and shall be a stated fact of the labor dispute in ordinary and concise language and filed with the Employee Relation Adviser.

- b. The said Employee Relation Adviser shall submit all complaints filed with him by an evacuee employee to the Fair Labor Practice Committee.

Article VII

Section 11. Hearings:

- a. The said Committee shall convene (at a certain place) to hear any labor dispute presented for their consideration.

Article VIII

Section 12. Decision:

- a. A majority vote of the Fair Labor Practice Committee shall determine the recommendation to be made to the Personnel Officer for the parties in their labor dispute.
- b. The Committee shall reach a decision on the merits of the grievance and submit their recommendations to the Personnel Officer for his action in all cases where action is required. In case where the Personnel Officer is unable to comply with the recommendations of the Committee, the matter shall be presented to the Project Director whose decision shall be final.
- c. During the event, the said Committee may seek such additional information as they deem necessary. If the Committee feels that a settlement of the grievance could be reached best by a meeting of individuals concerned, they may request the Project Director or his designated representative to call a meeting of individuals concerned and bring them together to discuss the grievance and attempt to reach a settlement by direct negotiation. The Project Director is authorized to require the appearance of any center employee at such meetings, including both evacuee and appointive.

Article IX

Section 13. Regular Monthly Report:

Regular monthly progress report shall be prepared by the Employee Relation Advisers and after being reviewed by the Committee, it shall be submitted to the Project Director and to the Community Council.

The above regulations and procedure are subject to revision and amendment.

approved
7/25/44