



AFGE's Conflict Resolution Program

The AFGE Conflict Resolution Program is designed to assist AFGE Officials and Members at the Local, Council, or District level with resolving conflict.

Is the Conflict Resolution Program for me?

Situations eligible for the Conflict Resolution Program include:

- ▶ Differences of opinion related to ideas, roles, responsibilities, and work styles
- ▶ Unclear roles and responsibilities amongst the leadership
- ▶ Difficult transitions between leadership
- ▶ Differences between the Treasurer and President regarding financial expenditures and procedures; including decisions related to spending of funds and review of local budgets.
- ▶ Non-compliance with the constitution
- ▶ Refusal of leadership to follow the desires of the membership.
- ▶ Inability of a Council to agree on issues/points of view related to public policy
- ▶ Differences of opinion related to verbal or written communication (perception issues).
- ▶ Dealing with feelings of discrimination, and/or bullying
- ▶ Other situations may be considered appropriate for conflict resolution.

Situations ineligible for the Conflict Resolution Program include the following:

- ▶ Advocating, encouraging, or attempting to bring about a secession from the Federation of any local or of any member or group of members.
- ▶ Working in the interest of or becoming a member of the Communist Party or any other organization which advocates the overthrow of the democratic form of government under which our members live.
- ▶ Engaging in gross neglect of duty or conduct constituting misfeasance or malfeasance in office as an officer or representative of a local.
- ▶ Committing any act of fraud, embezzlement, mismanagement, or appropriating to one's own use any money, property, or thing of value belonging to the Federation or any affiliate.
- ▶ After the committee of investigation has preferred charges.

Who will be our mediator?

If appropriate, a person trained in conflict resolution will be assigned to facilitate your discussions. They will serve as a neutral party to help you resolve your dispute. They are not an attorney or advocate for any party. In no event will an administrator and/or facilitator voluntarily testify in a formal proceeding, and the parties agree they will not subpoena the administrator and/or facilitator of the Conflict Resolution Program.

The parties agree that all virtual or in-person meetings or discussions are confidential and cannot be used in any subsequent proceeding. This includes documents prepared for the conflict resolution process by any party, attorney or other participant, unless required by law and/or AFGE policy.

How much does the Conflict Resolution Program Cost?

The Conflict Resolution Program will cover all mediation fees and travel, lodging and per diem expenses for the third party mediator, which will be funded through the program's appropriated funds as covered under AFGE's National Constitution, Article XXIV, Section 1(b), (4). The Conflict Resolution Program will not cover any participant travel, lodging, or per diem, meeting spaces, or any other associated costs.

Conflict Resolution Program Procedure

1 Submit the Conflict Resolution Intake form.

- A) **Referrals:** Referrals to the Conflict Resolution Program may be made by the National President, NVP for Women's and Fair Practices, District National Vice President, National Fair Practice Affirmative Action Coordinator (NFPAAC), National Women's Advisory Coordinator (NWAC), Local / Council President, or Committee of Investigation, or Trial Committee.
- B) **Charges filed:** If formal charges have been filed, a referral must be submitted by the Committee of Investigation or Trial Committee, and agreed upon by all parties involved.

2 Complete and submit Part A of the Statement of Understanding.

- A) **Complete Part A of the Statement of Understanding.** All parties involved in the Conflict Resolution process must agree to participate by signing a Statement of Understanding acknowledging the process and goals of the Conflict Resolution program.
- B) **Submit completed form to WFP** at wfpconflictresolution@afge.org

3 WFP will obtain the necessary AFGE approvals listed in Part B of the Statement of Understanding.

Once Part B has been completed, WFP will notify the parties involved and connect them with the third party mediator.