

## Situations Inappropriate for Conflict Resolution

Situations listed below in which formal charges may be filed, as outlined in Article XXIII, Section 2 are deemed inappropriate for Conflict Resolution prior to and after the filing of formal charges:

- Advocating, encouraging or attempting to bring about secession from the Federation of any local or of any member or group of members. Penalty for conviction under this subsection shall be expulsion; and,
- 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. Penalty for conviction under this subsection shall be expulsion.

- Engaging in gross neglect of duty or conduct constituting the performance of a lawful action in an illegal or improper manner 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. Once a trial has commenced; that is, once the Chair of the Trial Committee officially "open's" the trial, the Conflict Resolution program will not be afforded to the parties.



*When  
opportunity  
is equal...  
everybody wins.*



For more information, please contact:  
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## WOMEN'S & FAIR PRACTICES DEPARTMENTS

## AFGE's Conflict Resolution Program







**The primary goal of AFGE's Conflict Resolution Program is to provide a process that will help members work out their problems.**

### Situations Appropriate for Conflict Resolution

Issues between individual members between collective members and between local leadership that involve differences of opinion related to ideas, roles, responsibilities and work styles are appropriate for Conflict Resolution. Situations dealing with transitions of leadership, mistrust, and lack of inclusion are also deemed appropriate.

Such as:

- **Unclear roles and responsibilities** between the leadership; including the Chief Steward, President, and Executive Board.
- **Unclear roles and tasks** within the Executive Board, particularly when elected positions are vacant.
- **Transitions between leadership;** particularly when a partial "new state" is elected.
- **Refusal of elected board members** to follow the desires of the membership. For example, when votes are not carried out.
- **Differences between the Treasurer and President** regarding financial expenditures and procedures; including decisions related to spending of funds and review of local budgets.
- **Leaders who don't delegate,** don't comply with the constitution and or/whave different work styles.

- **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** within the Board and between Board and members.
- **Issues of trust between members and stewards.** For example, when a steward talks to a supervisor without the consent of a member.
- **Mistrust** that occurs when members want to see "proof" and an officer indicates, "I don't have to show you that."

Other situations may be considered appropriate for conflict resolution.

### 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.

## Referral Procedure

### • Referrals

Referrals to the Conflict Resolution Program may be made by the authorized National Vice President, District Coordinator, National Representative, Investigation & Trial Committees or the three National Officers.

### • Agreement of the parties

The parties must voluntarily agree to participate in the Conflict Resolution Program administered by the Women's and Fair Practices Departments.

### • Charges Filed

If formal charges have been filed, approval must be

secured by either the Committee of Investigation or the Trial Committee, respective of the stage of the disciplinary procedures.

### • Cost

The participants will have the responsibility of securing a location for the mediation.