

WORKFORCE RESHAPE
TALKING POINTS FOR SENIOR LEADERS
LABOR RELATIONS AND TRADOC RESTRUCTURING INITIATIVE
December 17, 2013

PURPOSE: These talking points are prepared to assist Senior Leaders in discussions with your local unions on TRADOC Restructuring Initiatives. Senior leaders are encouraged to customize these talking points and key messages for your workforce.

TALKING POINTS AND KEY MESSAGES FOR COMMUNICATING WITH LABOR UNIONS (to be delivered by senior leaders):

- TRADOC continues to support the Army's shift from operational requirements related to combat operations to requirements related to Regionally Aligned Forces, fiscal draw downs, and the transition from an Army of execution to an Army of preparation.
- Our fiscal environment is constrained by a rapidly reducing DoD operating budget.
- In order to achieve expected reduction targets, the Secretary of Army issued guidance requiring projected 25% reductions for 2 star headquarters and above.
- To achieve reduction targets, TRADOC must identify efficiencies, organizational changes, and program reductions while at the same time preserving core capabilities and maintaining standards.
- TRADOC's initial step in this process has been to solicit "Bold Initiatives" from our senior stakeholders. This effort is intended to give all commands the opportunity to suggest changes to gain efficiencies and streamline processes while reducing manpower requirements.
- The development of the "Bold Initiative" concept is a key effort in meeting the required reductions and savings necessary for a successful restructure of our Army.
- I recognize that, those people who actually do the day to day work often have the most insight on where changes can be made to achieve work process efficiencies and eliminate duplication.
- I invite you, as our labor partners, to let me know if you have proposals on major changes that could be considered.
- I plan to also invite our civilian workforce to submit their ideas on major changes either through their chain or command or directly to my designated point of contact. (If the union objects, please discuss with your labor counselor before proceeding.

KEY ADVISORS

- HQ TRADOC Civilian Human Resource Director
- Installation Labor Counselor (OSJA)
- CPAC Labor Relations Specialist

RECOMMENDATIONS FOR EFFECTIVE LABOR RELATIONS

- Communicate early and often with your labor partners.
- Be candid with your labor partners and your employees at the earliest appropriate opportunity.
- Communicate with your workforce on changes. Notify the union in advance of the meetings with the workforce.
- Coordinate general written communications with the union prior to dissemination.
- Listen to the union's concerns.