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Article 40

Alternative Dispute Resolution

Section 1. Commitment

The Social Security Administration and the AFGE General Committee are committed to consider the use of Alternative Dispute Resolution (ADR) problem-solving methods to foster a good labor/management relationship. Union and Management at all levels should be committed to explore the use of ADR problem-solving methods as a priority to resolve disputed matters.

Section 2. Definitions and Intentions

- A. ADR is an informal process which seeks early resolution of employee(s), union, and management disputes.
- B. Any ADR process must be jointly designed by Union and Management. ADR should be effective, timely, and efficient. It should focus on conflict resolution and problem-solving and foster a cooperative labor and management relationship. Participation in the ADR process must be voluntary with the mutual consent of the parties.

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25 C. ADR shall be a process available to National, Component, Regional or lower levels

26 Union Management committees with the mutual consent of the parties.

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28 D. ADR resolutions shall not be precedential unless specifically agreed to by the parties.

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