



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, U.S. ARMY GARRISON-YONGSAN  
UNIT #15333  
APO AP 96205-5333

IMYN-HR

29 JUL 2014

**UNITED STATES ARMY GARRISON-YONGSAN (USAG-Y) POLICY LETTER 11-2**

MEMORANDUM FOR Korean National Employees of U.S. Army Garrison-Yongsan

SUBJECT: Union Activities during Duty Hours

**1. REFERENCES:**

a. Labor Management Agreement between the U.S. Forces and United States Forces Korea (USFK) Korean Employees Union, 18 October 2006.

b. USFK Regulation 690-1, Civilian Personnel Regulations and Procedures – Korean Nationals, 10 February 2011.

**2. PURPOSE:** This command supports a work environment which promotes the rights of the employee as well as the efficiency of our mission. The work environment should be free of any union or anti-union activities during duty hours. Pro or anti union coerciveness will not be condoned.

**3. POLICY:** Per references 1a and b, employees will abide by the following provisions:

a. Distribution of union literature and solicitation of union membership will not be conducted during regular working hours, but may be conducted on post outside regular working hours, such as during lunch periods, as long as such activities do not involve union or group meetings.

b. No employee, union or non-union member, will participate in union or anti union activities during duty hours.

c. Management officials will maintain absolute neutrality on internal union affairs.

4. You are advised that appropriate disciplinary action may be taken if you fail to

IMYN-HR  
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observe the above provisions. Your compliance and cooperation in this matter will contribute to a courteous and respectful working environment for everyone.



MARIA P. EOFF  
COL, LG  
Commanding

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