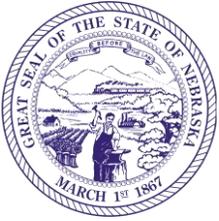


STATE OF NEBRASKA



Dave Heineman
Governor

MILITARY DEPARTMENT
Judd H. Lyons
Director
1300 Military Road
Lincoln, Nebraska 68508-1090
Phone: (402) 309-7210

NGNE-TAG

4 April 2012

MEMORANDUM FOR All Employees of the Nebraska Military Department and Members of the Nebraska National Guard

SUBJECT: Military Department Policy (MIL 01-003-12) Alternative Dispute Resolution Policy

1. The Nebraska Military Department is firmly committed to using alternative methods for resolving disputes in all activities, where appropriate and feasible, including resolution of internal Equal Opportunity (EO) complaint processing and labor-management relations issues. Used properly in appropriate situations, Alternative Dispute Resolution (ADR) can provide faster, less expensive, less contentious and more productive results in resolving workplace disputes. The use of ADR is fully consistent with our mission of national defense and emergency response.

2. Any use of ADR within the Nebraska National Guard will be governed by certain core principles. Most importantly, our program will enhance our dual state and federal missions by resolving disputes in a manner that enhances continual team building relationships, at the lowest possible level. ADR will be administered fairly, neutrally, confidentially and agreements which result from the process will be enforceable.

3. Participation in the ADR process will be voluntary for the complainant or charging party. When ADR is accepted by the complainant, management will also participate in mediation to the maximum extent practicable and appropriate. ADR compliments current methods of problem solving (EO, IG and Union) by providing early resolution where agreement is possible. ADR is waived in instances of fraud, waste, abuse, criminal behavior, harm or threats of harm to persons.

4. References: NGR 27-1/ANGI 51-12, Alternative Dispute Resolution, dated April 2001 and DoD Dir 5145.5, Alternative Dispute Resolution, dated April 22, 1996.

5. This supersedes all previous policy (MIL 02-065-11) dated 8 June 2011.

6. Point of contact is Ms. LaVonne Rosenthal, State Equal Employment Manager at (402) 309-7108.

7. This policy will be reviewed NLT 1 August 2012 for verification or proposed changes by the policy proponent. This policy will stay in effect unless superseded or rescinded. Interim changes to this policy will not become official until they are vetted through appropriate authority, reviewed and authorized the change.

Handwritten signature of Judd H. Lyons in black ink.

JUDD H. LYONS
Major General
The Adjutant General