



# FLRA NEWS

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## **THE FLRA ANNOUNCES APPOINTMENTS TO THE FOREIGN SERVICE LABOR RELATIONS BOARD**

Carol Waller Pope, Chairman of the Federal Labor Relations Authority (FLRA), has appointed Earle William Hockenberry, Jr. and Stephen R. Ledford to three-year terms on the Foreign Service Labor Relations Board (Board). Chairman Pope stated that she was pleased to be able to appoint such qualified individuals.

Mr. Hockenberry is an attorney who, since 1983, has served as a labor arbitrator, mediator, fact-finder and hearing officer serving on numerous labor and grievance examiner panels in the private, public and federal employment sectors. He is a member of the National Academy of Arbitrators, and is a member on labor panels administered by the American Arbitration Association, the Federal Mediation and Conciliation Service and the National Mediation Board. Mr. Hockenberry has also served as a hearing examiner for the District of Columbia Office of Employee Appeals, special assistant to former FLRA Chairman Jerry Calhoun, Director of the Administrative Law Institute, Associate General Counsel to the National Treasury Employees Union, and a member of the Foreign Service Grievance Board.

Mr. Ledford is a skilled negotiator and creative problem-solver with over 30 years of experience in labor-management relations and human resources in the Foreign Service. Mr. Ledford also served as the Director of Labor and Employee Relations at the United States Information Agency (USIA). Throughout his career, Mr. Ledford participated in numerous arbitrations and hearings and appeals before the Foreign Service Grievance Board. He designed and conducted training of thousands of federal employees and union officials in the areas of labor relations, negotiations, employee relations, and conflict resolution. Mr. Ledford developed labor relations programs nationally recognized as models for the Foreign Affairs and Civil Service communities in building substantive, collegial, long-lasting relationships between management and unions.

The Board was created by the Foreign Service Act of 1980 (Act) to administer the labor-management relations program for Foreign Service employees in the USIA, the Agency for International Development, and the Departments of State, Agriculture and Commerce. The Board is responsible for: (1) supervising and conducting elections and determining whether a labor organization has been selected as the exclusive representative; (2) resolving complaints of alleged unfair labor practices; (3) resolving issues related to the obligation to bargain in good faith; and (4) resolving disputes over the effect or interpretation of a collective bargaining agreement. The Act provides that the FLRA Chairman serves as Chairman of the Board. The Chairman appoints the two other members from nominees approved by the agencies over which the Board has jurisdiction and by the exclusive representative of employees in each agency. The FLRA General Counsel serves as General Counsel for the Board, which receives staff support from the FLRA.

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