

November 9, 2017

Via Email

MG Glenn Curtis  
Adjutant General  
Louisiana National Guard  
Joint Forces Headquarters

Re: Response to Grievance – Failure to Implement Section 1084 (Sec. 1084) of FY17 NDAA

Dear Sir:

1. On October 3, 2017, the Union submitted a grievance to you regarding your state’s failure to implement Sec. 1084 of the FY17 NDAA. To this day, you Agency has not responded. In accordance with Section 12.9(3) of our collective bargaining agreement (CBA), your Agency had fifteen (15) days to respond. As such, your reply would have been due no later than (NLT) October 18, 2017. Your failure to respond allows us to invoke arbitration within thirty (30) days of your reply deadline, IAW Section 12.11. We calculate that day as November 17, 2017.

2. We’re offering your Agency the opportunity to resolve this matter one last time. The Union is prepared to sit down with your representatives to discuss the offer made in Paragraph 5 of our original grievance:

*5. If circumstances beyond your control prevent immediate implementation of the law, we’re asking that your Agency agree to delay or cancel any and all adverse administrative actions against employees stemming from said failure to properly implement Federal law. Specifically, that your Agency not take any adverse employment action based on expired military conditions of employment against incumbents whose employment authority should have otherwise been converted from Title 32 to Title 5 effective October 1, 2017. This includes any and all separations covered by NGB Technician Personnel Regulation (TPR) 715, Chapter 3, Paragraphs 3-1, 3-2, and 3-3. These military requirements no longer apply to those identified for conversion in any of the tranches submitted to NGB, whether that be the 4.8%, 10%, 12.6%, or 20%.*

3. In order to have a meaningful discussion as proposed above, the Agency would need to release the list of employees already identified for conversion, as provided to NGB earlier this year. That list contains a list of employees identified in support of the four tranches proposed by NGB.

4. Failure to respond by November 15, 2017, will result in the Union invoking arbitration. Point of contact for this matter is the undersigned via email at [benbanchs@liuna-ngdc.org](mailto:benbanchs@liuna-ngdc.org), or telephone at (985) 249-3707.

Respectfully,



Ben Banchs  
Business Manager  
LIUNA NGC Local 1776

cc:

Byron Billiot, Louisiana State Representative, LIUNA Local 1776  
Josh Klinger, Attorney, Minahan, Muther, and Klinger, PC

