



National Aeronautics and  
Space Administration

**John C. Stennis Space Center**  
Stennis Space Center, MS  
39529-6000

**SPG 5200.1 Rev. E**  
**April 2003**

## **John C. Stennis Space Center Reserve / Neutral Gate Procedures**



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## PREFACE

### P.1 PURPOSE

This Stennis Procedures and Guidelines (SPG) detailed in the attached provides procedures for establishing and operating reserve and neutral gates in order to permit the continued performance of work vital to NASA and other government agencies and organizations resident at the Stennis Space Center (SSC) during periods in which labor-management disputes or impasses result in picketing at SSC.

Initial distribution of this SPG will be made to all government agencies and contractors at SSC. Copies will also be made available to representatives of unions who represent persons employed at SSC. This SPG is issued as an addendum to the NASA Procedures and Guidelines, NPG 5200.1D - Industrial Labor Relations Manual, and provides specific information for entities at SSC.

### P.2 APPLICABILITY

These guidelines are applicable to all resident agencies, all tenants and all contractors or subcontractors located at SSC.

### P.3 AUTHORITY

42 U.S.C 2473 (c)(1) of the National Aeronautics and Space Act of 1958, as amended.

### P.4 REFERENCES

All references are assumed to be the latest version unless otherwise specified:

NPG 5200.1, Industrial Relations Manual

### P.5 CANCELLATION

SPG 5200.1D, dated June 12, 1997.

*Signature on file*

William W. Parsons  
Director

DISTRIBUTION

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## **CHAPTER 1. SSC LABOR DISPUTE POLICY**

### **1.1 Policy**

It is NASA policy to maintain and encourage the best possible relations with industry and labor in order that the Government may procure needed supplies and services without delay. NASA officials will remain impartial in, and will refrain from taking a position on the merits of, a dispute between labor and private management and will not undertake the conciliation, mediation, or arbitration of a labor dispute.

NASA must, however, take any action that may be required under certain circumstances to protect the Government's interest and to prevent, where possible, interruptions in important activities and schedules. At SSC, this includes appropriate action to assure access to SSC by government employees and by employees of private contractors, subcontractors, their suppliers and materialperson who are not directly involved in a labor-management dispute, impasse or other problems which result, or may result, in picketing at SSC.

### **1.2 Implementation**

The Reserve/Neutral Gate procedures shall be implemented upon the determination by the NASA/SSC labor relations officer, or his alternate. The primary purpose is to reduce the impact of improper or illegal picketing on the overall, neutral operations and activities of and at SSC. The uninterrupted performance of vital government operations connected with this Nation's space program, including space shuttle main engine testing, and national security, such as activities of the U.S. Navy, as well as the programs of numerous other federal departments and agencies, is deemed paramount.

### **1.3 Decisions**

Decisions of the National Labor Relations Board and the Courts provide that, at locations where more than one employer works in a common area such as SSC, picketing should be conducted so as to avoid any impact on neutral employers not involved in the dispute.

These decisions support the position that such picketing should:

- Be limited to times when the location of the dispute is located within a common area;
- Be limited to times when the employer with whom the union has the dispute is engaged in normal business operations;
- Be limited to places reasonably close to the location where the disputed work is going on; and
- Disclose clearly which employer the dispute is with.

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The Reserve/Neutral Gate procedures, implemented according to the procedures outlined in this SPG, should allow unions, and others, to properly petition or appeal to the parties directly involved in a dispute without inducing sympathetic boycotts of, or by neutral employers or employees who are not involved therein, or otherwise impairing the latter to continue in and with their vital work.

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## **CHAPTER 2. GENERAL RESERVE / NEUTRAL GATE PROCEDURES**

### **2.1 Neutrality**

The NASA/SSC role in contractor labor-management disputes should be one of "neutrality." Nevertheless, it is essential that NASA/SSC maintain a certain awareness of the labor-management relationships at SSC in order to be able to assess the seriousness of a potential or actual labor dispute. During periods of collective bargaining agreement negotiations, it is especially important to be aware of the status of such negotiations, since an impasse could result in work stoppages that could adversely affect SSC.

### **2.2 Points of Contact**

The NASA/SSC labor relations officer is the official point of contact for receipt of information relating to labor relations at SSC. This official should assure that other appropriate officials are kept informed.

Information that a strike and/or picketing is imminent or in progress may come from any source. Confirmation will immediately be solicited from three primary sources: (1) from representatives of affected contractors, (2) from representatives of the union involved in the dispute, and (3) from the SSC security guards at the north and south gates. The Checklist set forth in Attachment A may be used to record such information.

When NASA/SSC is notified that a strike and/or picketing is imminent or is in progress, those individuals designated on Attachment B will be notified in the manner indicated.

The NASA/SSC labor relations officer, or his alternate, will determine whether it is appropriate to implement the Reserve/Neutral Gate procedures set forth below and will advise the SSC security force.

### **2.3 Reserve / Neutral Gate Procedures**

If the NASA/SSC labor relations officer determines that the Reserve/Neutral Gate procedures should be instituted, he should initially notify the applicable union(s) and contractor(s) verbally of the designated gates to be used by all employees, officials, representatives and suppliers or materialperson of the contractor(s) involved in the labor dispute and to which picketing, demonstrating and/or other overt activity in connection with the dispute should be confined. As soon as possible thereafter, written notification should be provided as per the sample letter in Attachment C. This letter should be accompanied by copies of Maps 1 through 6 (Attachment D) and Sign Examples 1 through 8 (Attachment E), if not previously provided.

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### 2.2.1 Posting of Neutral Gate Signs

When the NASA/SSC labor relations officer institutes the Reserve/Neutral Gate procedures, the appropriate reserve and neutral gate signs will immediately be posted. Regional and SSC Vicinity Maps (Maps A and B) and detailed maps (Maps C, D, E, and F) establish the location of the reserve and neutral gate signs.

The NASA/SSC labor relations officer shall furnish the name of the contractor with whom the union has the dispute. The signs posted shall conform strictly to those examples set forth in this handbook (see Attachment E). The name thereon may be hand-lettered until such time as it is practicable for the name to be more permanently affixed.

### 2.2.2 Traffic Control

The necessary traffic cones and traffic control devices shall be put into place by the SSC security guard force to assist in the safe flow of traffic and to assure enforcement of the reserve/neutral gates by checking the badges of all who seek to enter or leave SSC or any specific area within SSC as appropriate.

Sufficient guards will be posted to assure that an adequate flow of traffic can be safely maintained with a detailed check of each person's badge. The security guard(s) will determine, from the information on the badge, the identity of each person's employer. (If a party identifies itself as a supplier or materialperson to a contractor or subcontractor, the guard(s) will ascertain to which contractor or subcontractor the supplies or materials are to be delivered.) The security guard(s) shall direct the officers, employees, representatives and suppliers or materialperson of the contractor(s) with whom the union(s) has (have) the dispute to enter and exit by the reserve gate(s) and direct all other persons to enter and exit through the neutral gate(s).

Persons who refuse to utilize the appropriate gate(s) will not be permitted to enter or re-enter SSC. Severe disciplinary action may also be dictated by the employer thereof. The contractor(s) should advise in writing, if possible, all of its employees, officials, representatives and suppliers or materialperson of these procedures, informing them that they must use the designated gate(s) during any labor dispute. There are to be no exceptions concerning either entering or leaving SSC for these personnel.

### 2.2.3 Continuation of Procedures

Once it has been instituted, the Reserve/Neutral Gate procedures will be continued in full force and effect, even if there are no pickets present, except as otherwise directed by the SSC labor relations officer.

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#### 2.2.4 Temporary Waiver of Procedures

Occasionally, pickets may be temporarily withdrawn, and the security guard force will notify the NASA/SSC labor relations officer of such actions. The NASA/SSC labor relations officer may waive the Reserve/Neutral Gate procedures during periods when no pickets are present. During such temporary periods, all signs will be covered and the security guards will follow normal entrance and exit procedures.

In the event the Reserve/Neutral Gate procedures have been temporarily waived and the pickets should reappear, the security guard force will immediately remove the covers from the signs and reinstate the Reserve/Neutral Gate procedures. The reinstatement procedures should be accomplished as rapidly as practicable, and no additional approval of the NASA/SSC labor relations officer is required.

#### 2.2.5 Termination of Procedures

The NASA/SSC labor relations officer shall determine when it is appropriate to terminate the Reserve/Neutral Gate procedures and will so advise the appropriate officials. This will normally occur upon resolution of the labor dispute that caused the picketing.

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## **CHAPTER 3. RESERVE/NEUTRAL GATE PROCEDURES AT MAIN SSC GATES**

### **3.1 North and South Gates**

The established north and south gates of SSC shall serve as the neutral gates. Security guards stationed outside the north and south gates of SSC shall stop all traffic entering or leaving SSC and divert all officers, employees, representatives, and suppliers (or materialperson) of the company with whom there is a dispute through the reserve gates.

### **3.2 Locations**

The locations of these gates, pertinent signs thereof, traffic cones and security guards, as well as recommended picket locations, are shown on Map E for the south gate and Map F for the north gate.

### **3.3 Implementation**

The Reserve/Neutral Gate procedures will be implemented at these locations in the event that the site(s) of work of the contractor(s) with whom there is a dispute is (are) within the confines of SSC or as the NASA/SSC labor relations officer shall otherwise determine.

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## ATTACHMENT A – CHECKLIST

UPON RECEIVING NOTICE OF STRIKE/PICKETING:

1. NASA/SSC LABOR RELATIONS OFFICER RECEIPT NOTICE OF PICKETING

(ACTUAL OR POTENTIAL) Date: \_\_\_\_\_ Time: \_\_\_\_\_

2. ADVISE CONTRACTOR(S) Date: \_\_\_\_\_ Time: \_\_\_\_\_

3. ADVISE SSC SECURITY OF INSTRUCTIONS Date: \_\_\_\_\_ Time: \_\_\_\_\_

4. RESERVE/NEUTRAL GATE IMPLEMENTATION Date: \_\_\_\_\_ Time: \_\_\_\_\_

5. SSC VERBAL ADVICE TO UNION OF IMPLEMENTATION OF RESERVE/NEUTRAL GATES  
Date: \_\_\_\_\_ Time: \_\_\_\_\_

6. SSC VERBAL ADVICE TO COMPANY OF IMPLEMENTATION OF RESERVE/NEUTRAL GATES  
Date: \_\_\_\_\_ Time: \_\_\_\_\_

7. ADVISE SSC MANAGEMENT Date: \_\_\_\_\_ Time: \_\_\_\_\_

8. ADVISE PROCUREMENT OFFICER Date: \_\_\_\_\_ Time: \_\_\_\_\_

9. SEND FAX OR LETTER TO UNION ADVISING OF RESERVE/NEUTRAL GATES  
Date: \_\_\_\_\_ Time: \_\_\_\_\_

10. SEND FAX OR LETTER TO COMPANY ADVISING OF RESERVE/NEUTRAL GATES  
Date: \_\_\_\_\_ Time: \_\_\_\_\_

11. ADVISE NASA HEADQUARTERS INDUSTRIAL RELATIONS OFFICE  
Date: \_\_\_\_\_ Time: \_\_\_\_\_

12. UNION COMPLYING (NOT COMPLYING) WITH Date: \_\_\_\_\_ Time: \_\_\_\_\_

13. IMPACT ASSESSMENT MADE Date: \_\_\_\_\_ Time: \_\_\_\_\_

14. CONTINGENCY PLAN DEVELOPED Date: \_\_\_\_\_ Time: \_\_\_\_\_

15. ADVISE REGIONAL ATTORNEY FOR THE NLRB, IF REQUIRED  
Date: \_\_\_\_\_ Time: \_\_\_\_\_



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## ATTACHMENT C – NOTICE

(UNION)

(DATE)

(CONTRACTOR)

Subject: Reserve/Neutral Gate Notice

Gentlemen:

The National Aeronautics and Space Administration has been informed that a serious labor dispute exists or is impending which may affect, or is affecting, the continuity of essential operations at the John C. Stennis Space Center (SSC).

In order to protect the interests of the United States, the following procedures are being immediately instituted or have already been made effective for the duration of any strike and/or picketing activity that may result from that dispute.

Immediately, upon the appearance of pickets, the separate (reserve/neutral) gate procedure provided for in Stennis Procedures and Guidelines (SPG) 5200.1, a copy of which has been previously provided you, will be implemented automatically and will remain in effect for the duration of such activity or until otherwise removed by official action in accordance with the aforesaid SPG.

All employees, officials, representatives and suppliers or material person of the referenced organization(s) with which there is a dispute shall be restricted to the use of the gate(s) identified as reserved gate(s) at the location(s) provided for in the aforesaid SPG.

Security measures have been taken to ensure access and egress only through the designated gate(s) and shall be rigidly enforced; therefore, any picketing, demonstrating, or other overt activity in connection with this dispute should be confined to said reserved gate(s). All such activity at any other point of entry or exit is prohibited.

This action, taken in accordance with decisions of the National Labor Relations Board and the Courts, is considered necessary in order to assure the uninterrupted and continued performance of vital activities in connection with this Nation's space program, national security, and the programs of other federal agencies resident at SSC.

It is trusted that all parties involved in this matter will cooperate fully herein. If you have any questions regarding these procedures, you may call me at 228/688-3440.

Sincerely,

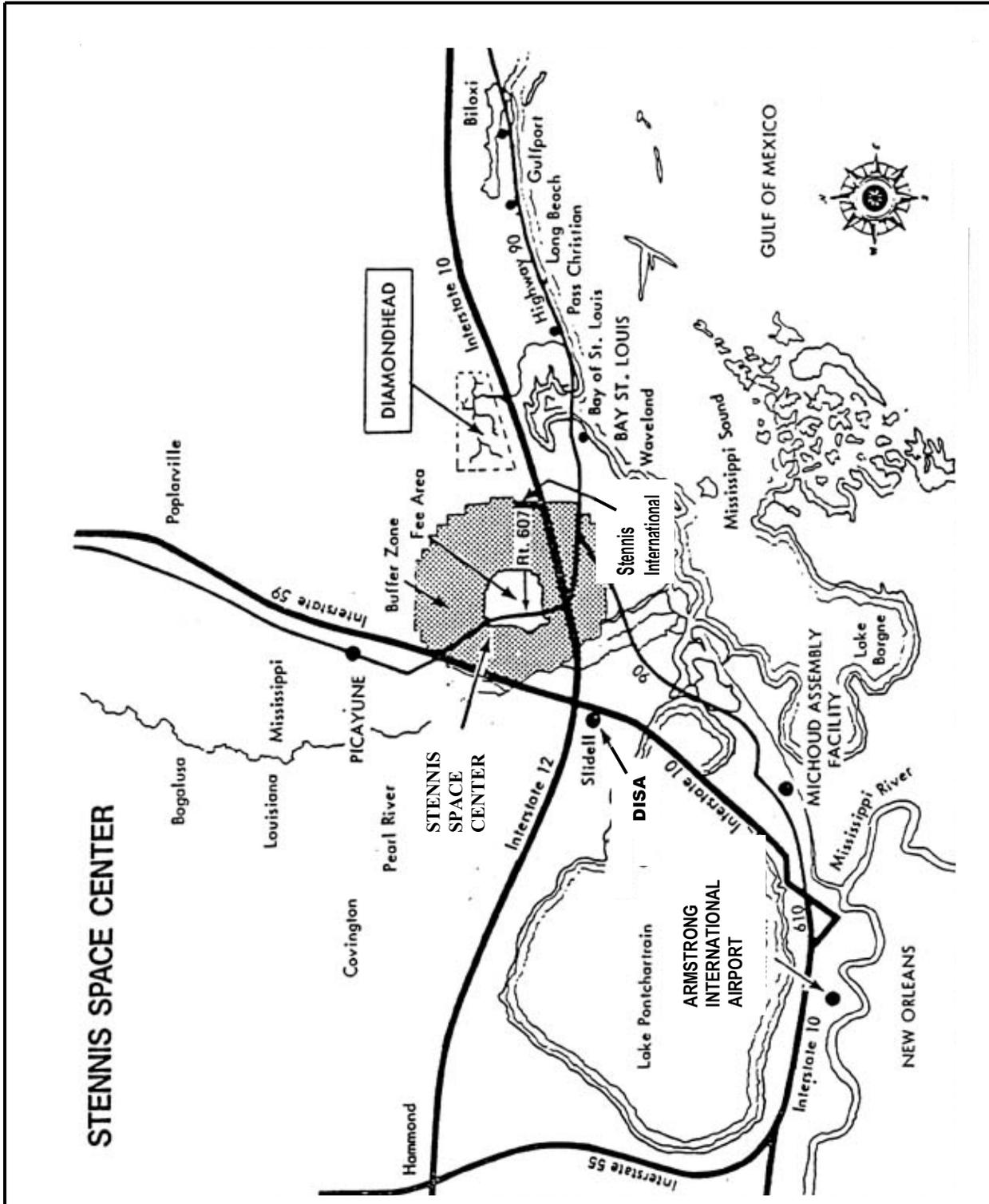
Robert A. Magnuson  
SSC Labor Relations Officer

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**ATTACHMENT D – MAPS**

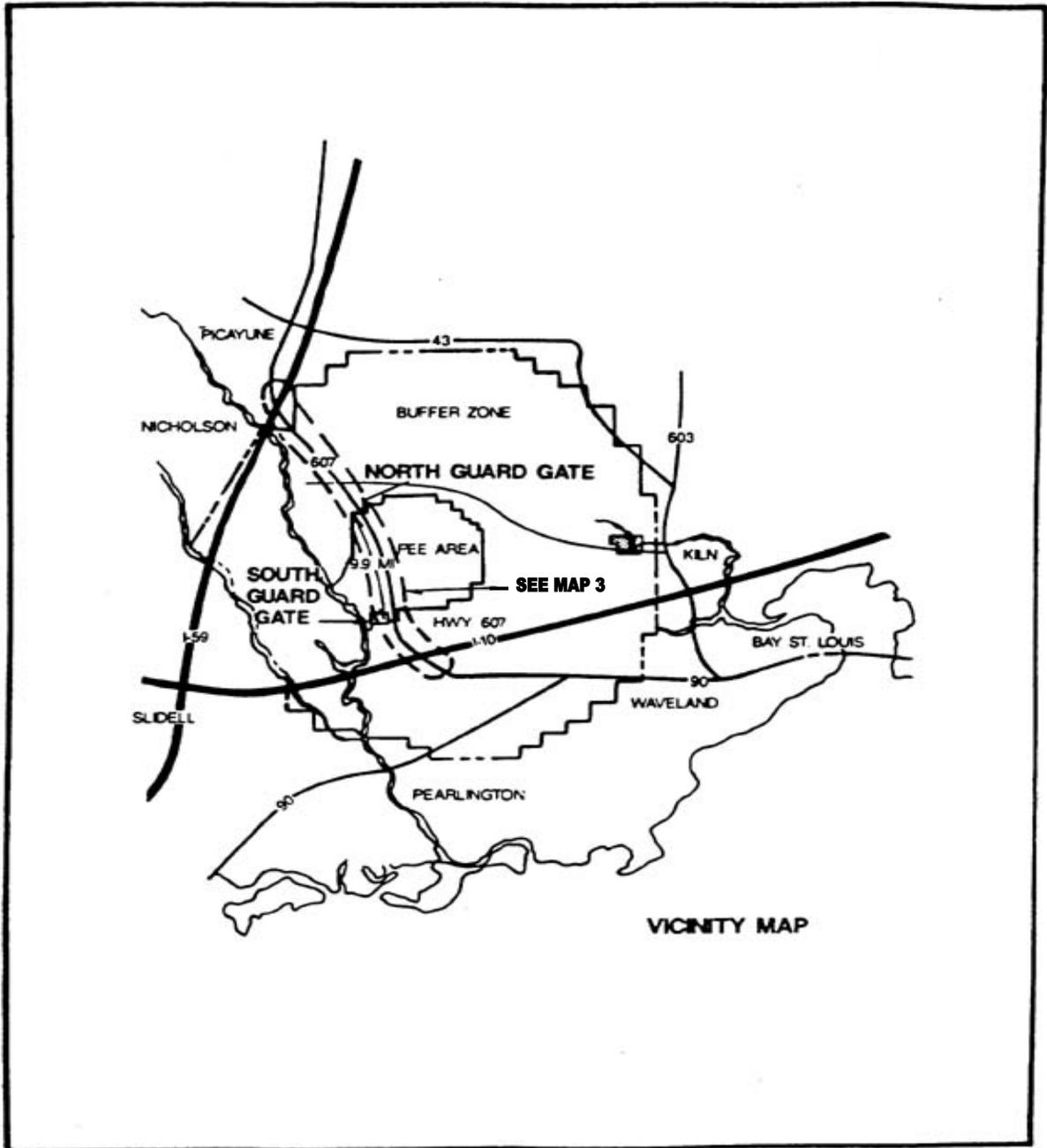
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### D-1. Location of Stennis Space Center



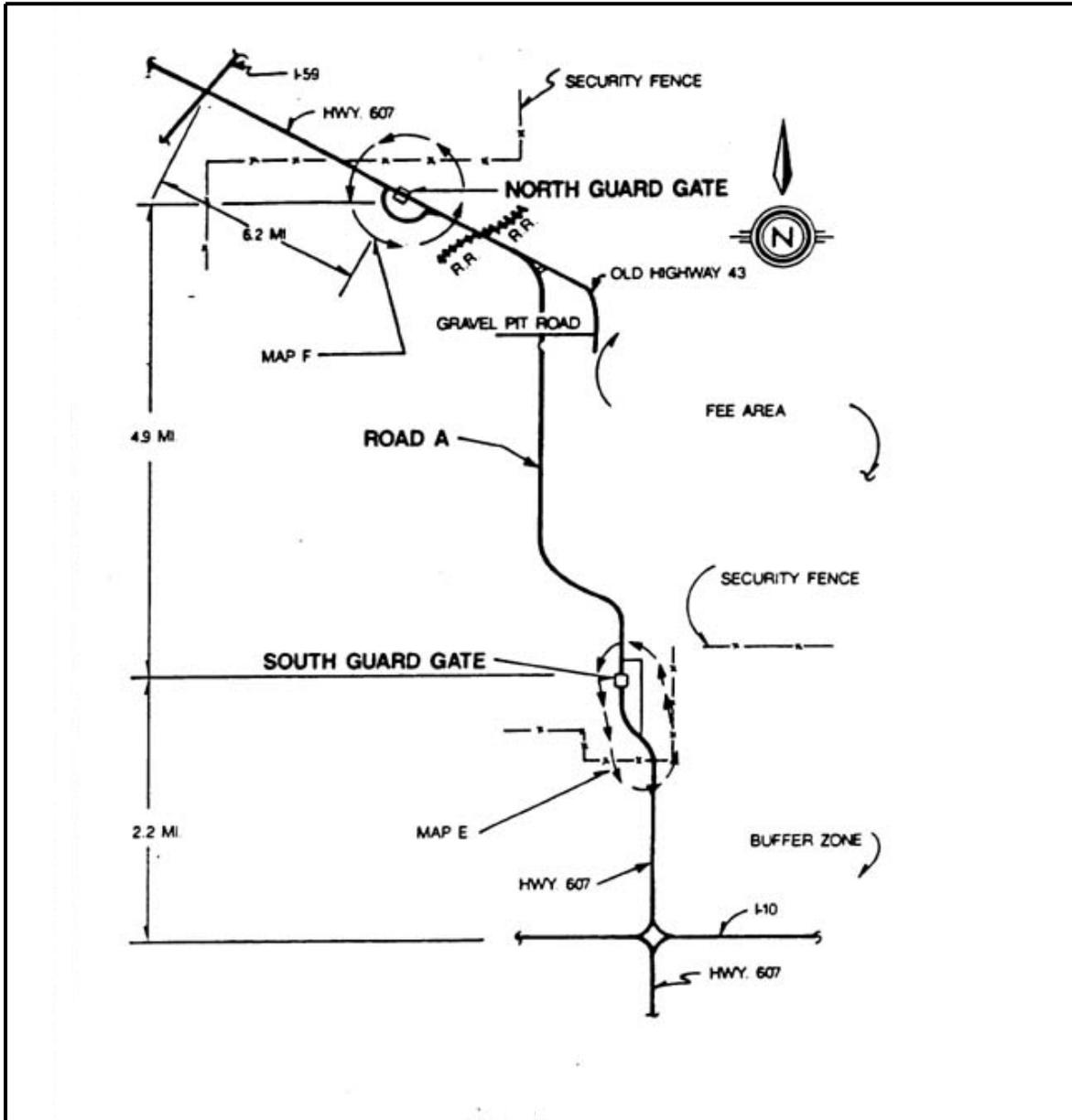
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## D-2. Vicinity Map



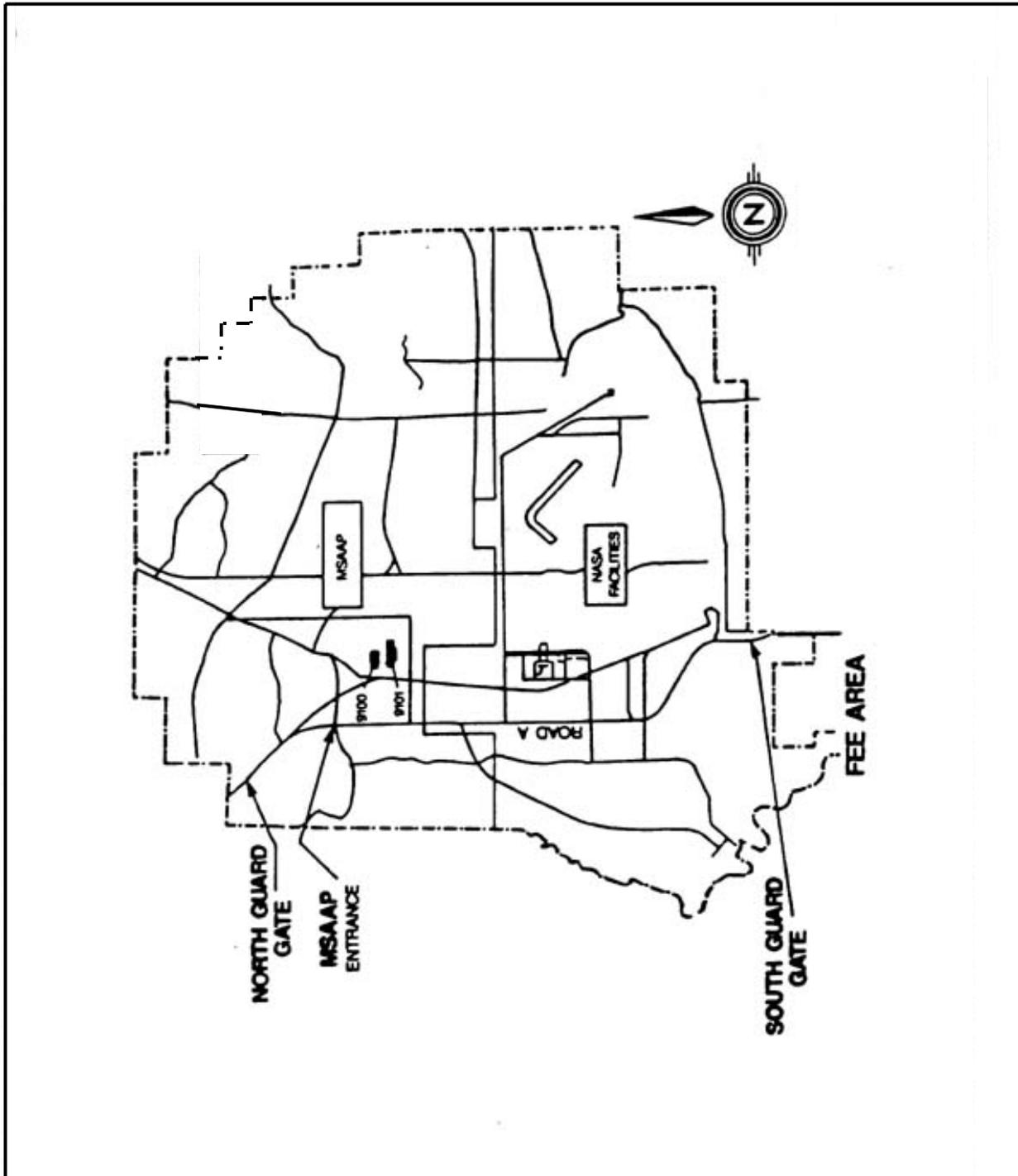
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### D-3. North and South Guard Gates



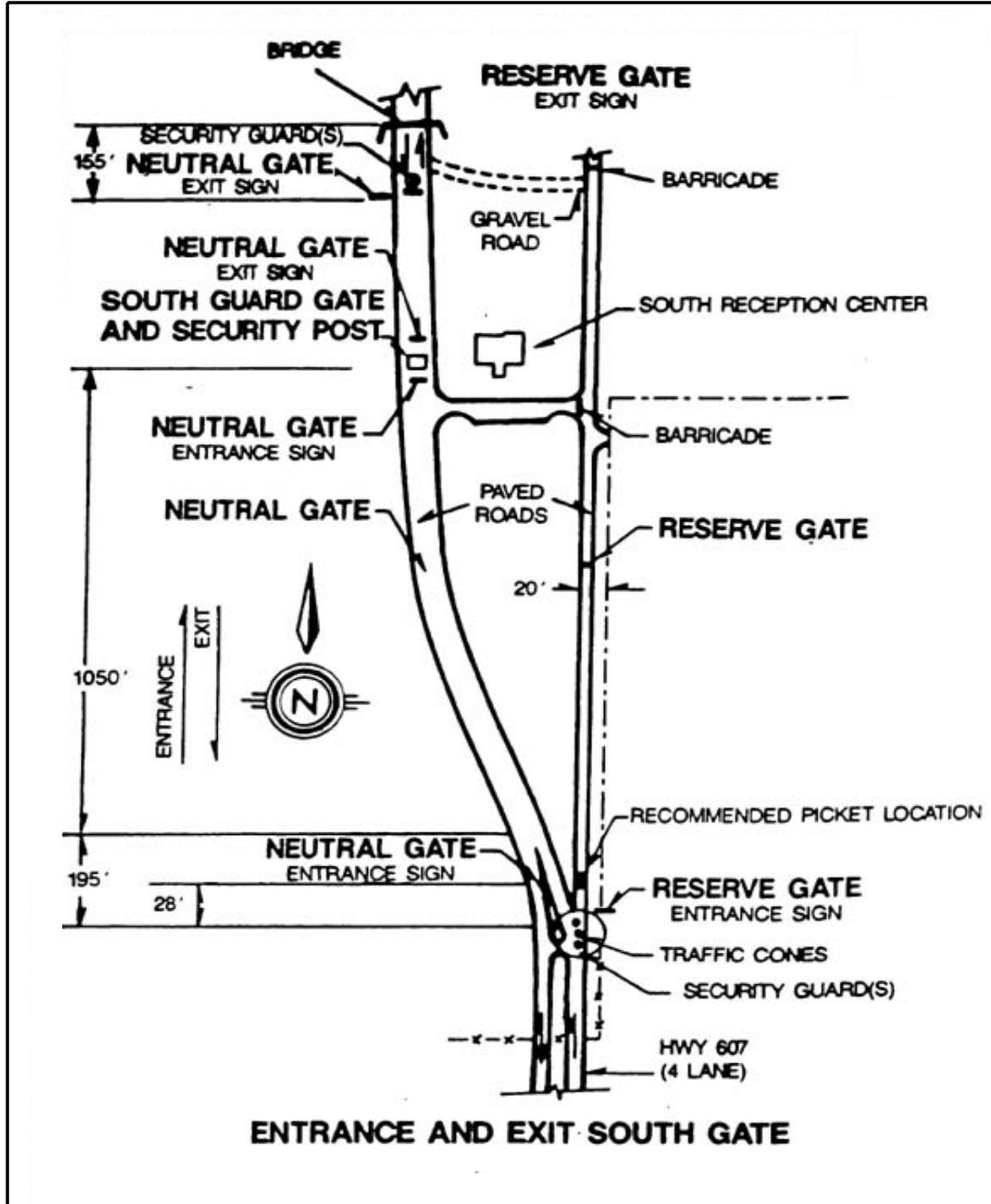
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#### D-4. Fee Area and Entrances



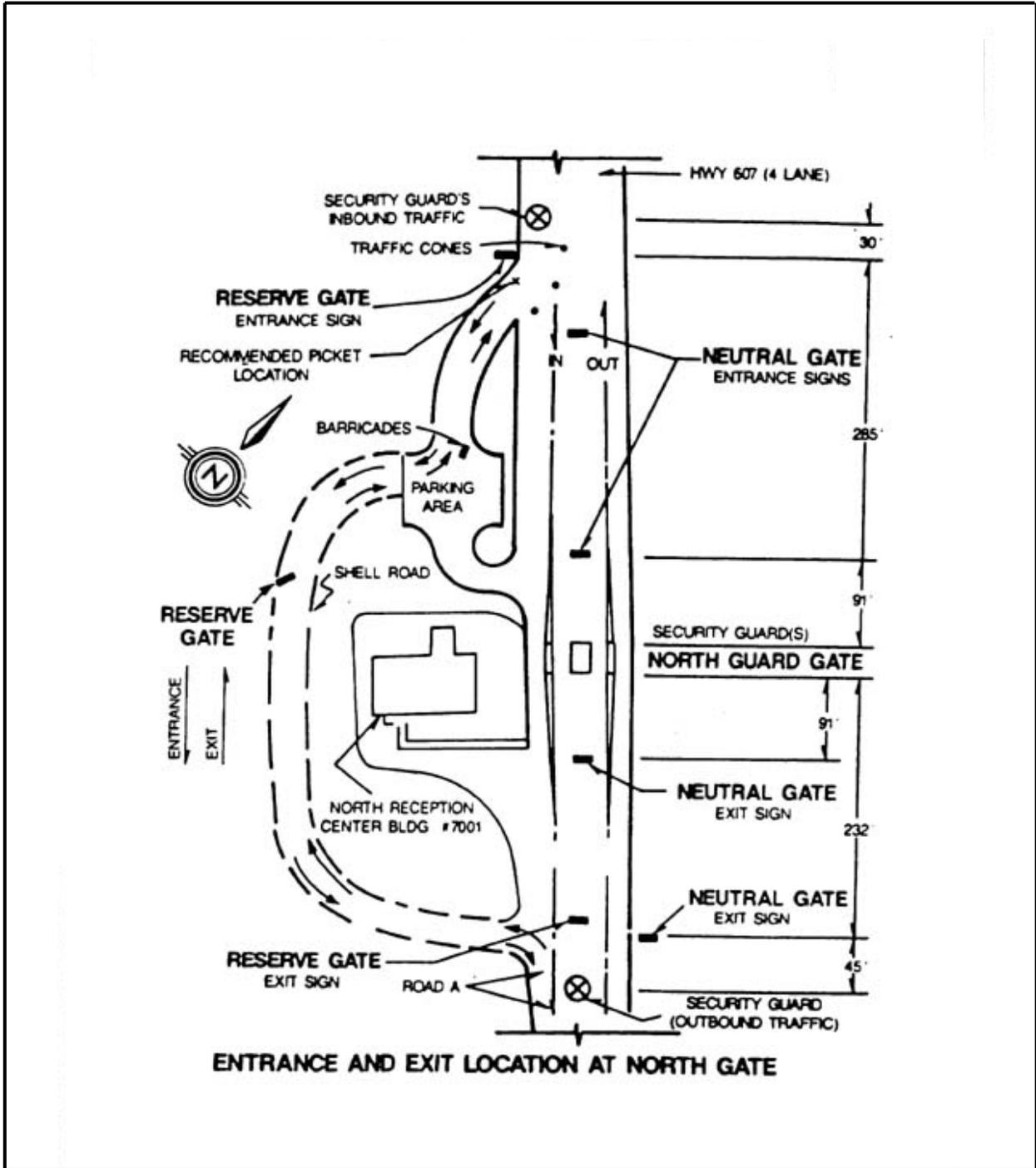
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### D-5. Entrance and Exit South Gate



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### D-6. Entrance and Exit North Gate

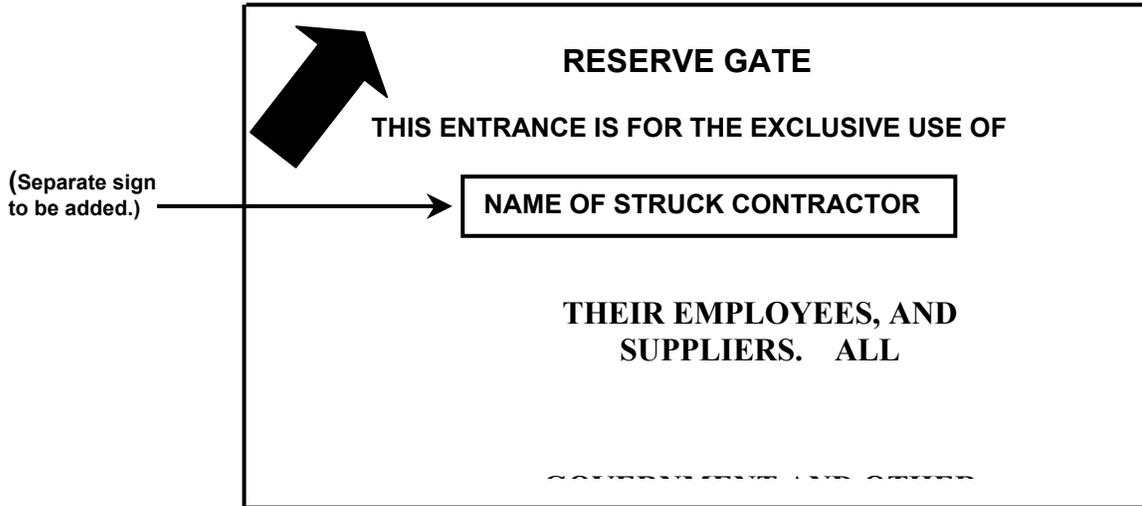


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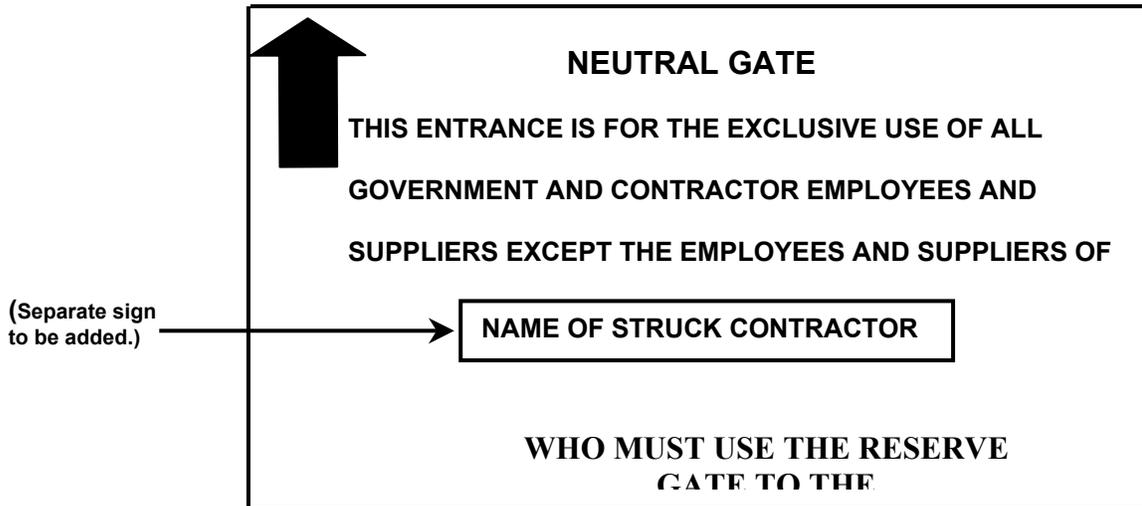
**ATTACHMENT E – SIGN EXAMPLES**

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**E-1. Reserve Gate Entrance Sign**  
**E-2. Neutral Gate Entrance Sign**



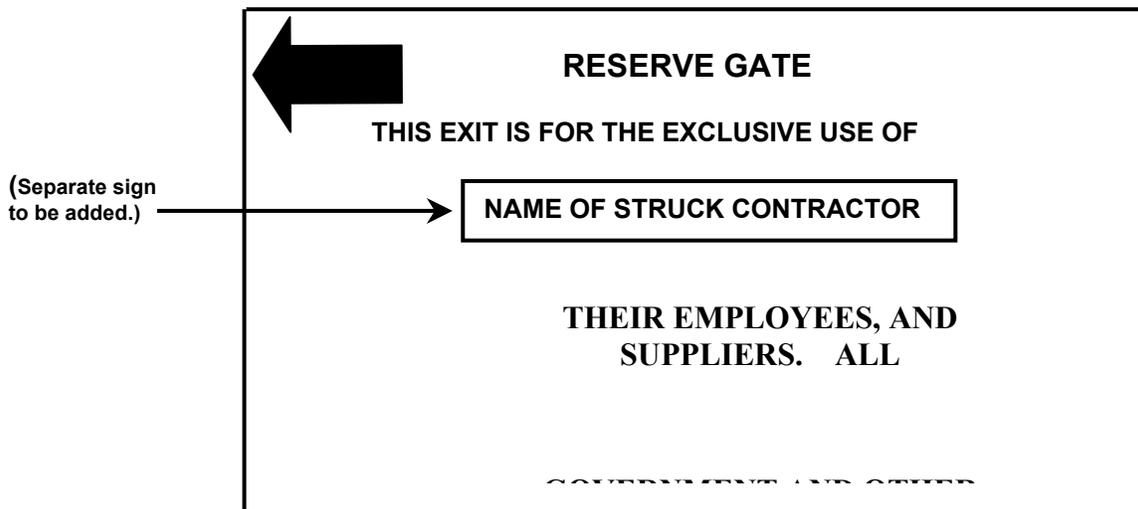
*Reserve Gate Entrance Sign*



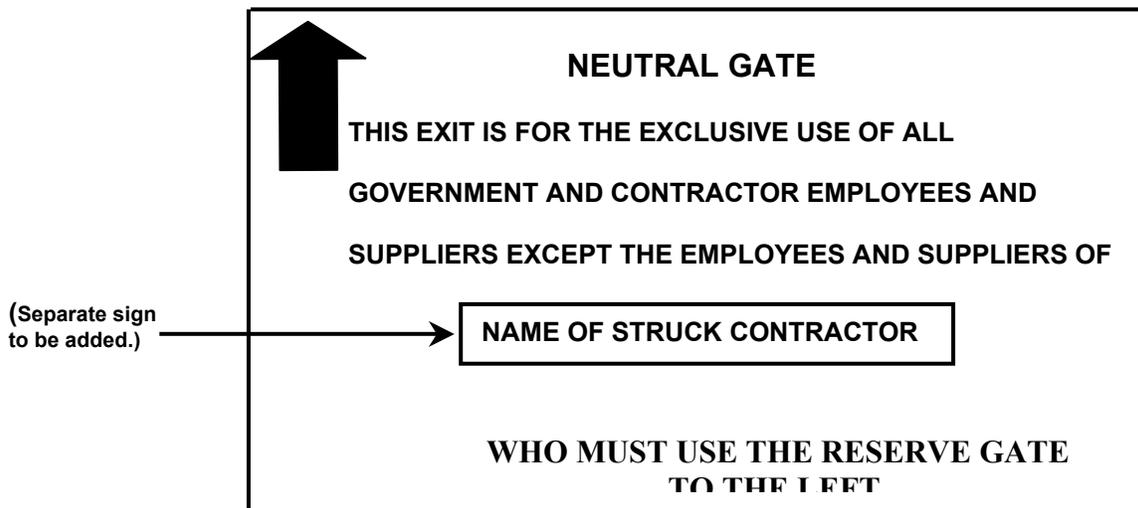
*Neutral Gate Entrance Sign*

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**E-3. Reserve Gate Exit Sign**  
**E-4. Neutral Gate Exit Sign**



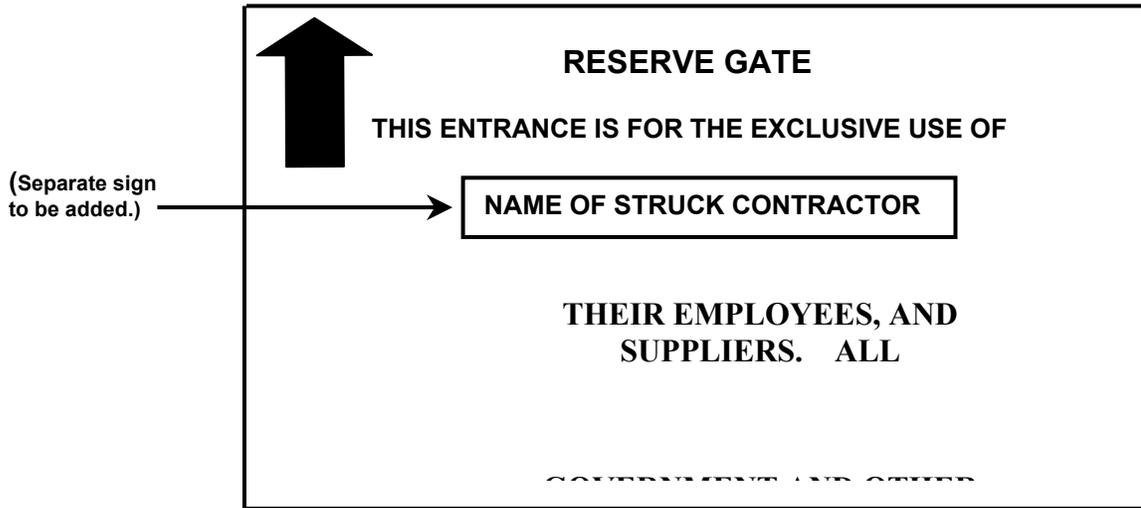
*Reserve Gate Exit Sign*



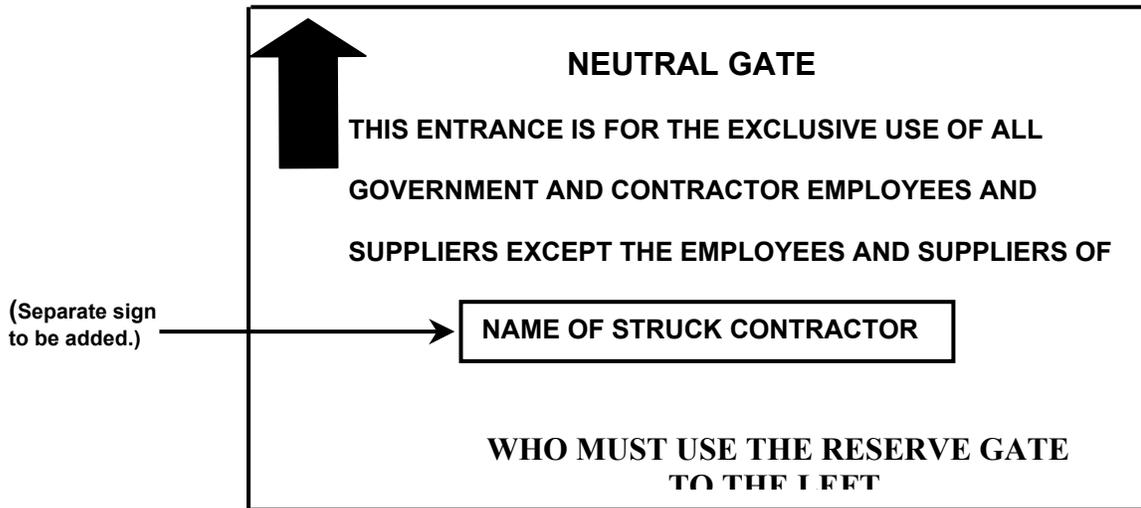
*Neutral Gate Exit Sign*

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**E-5. Reserve Gate Entrance Sign**  
**E-6. Neutral Gate Entrance Sign**



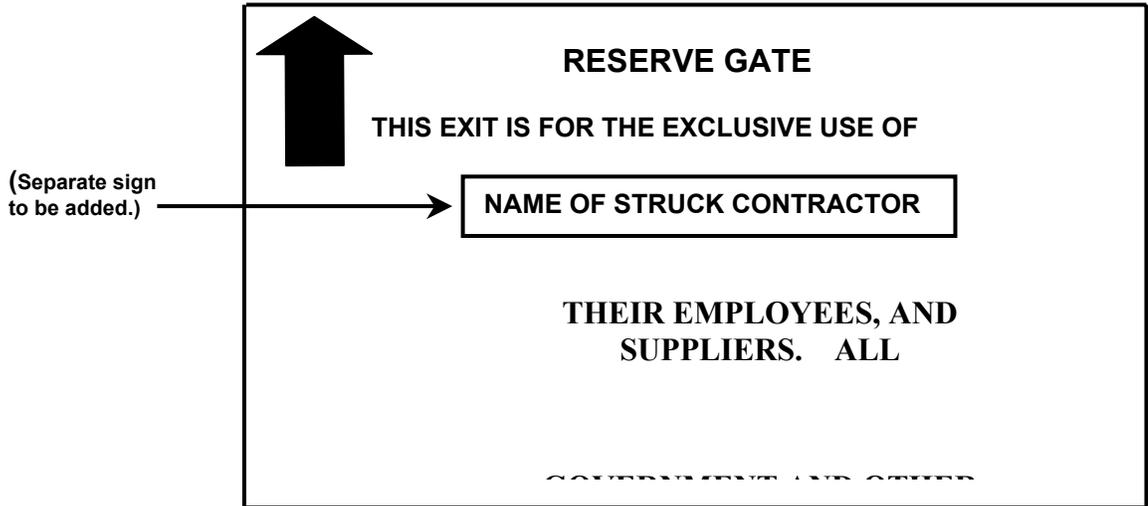
*Reserve Gate Entrance Sign*



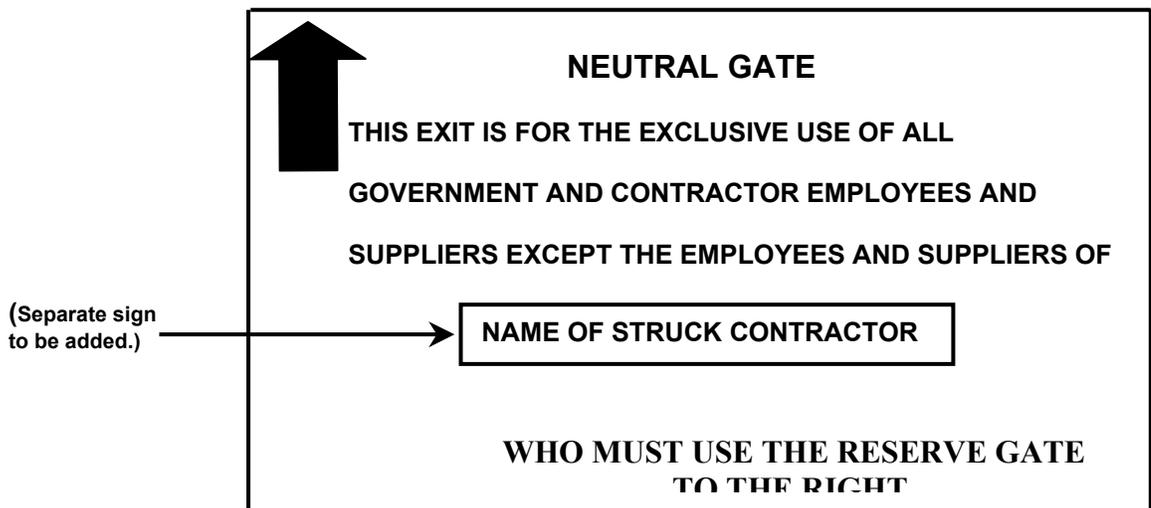
*Neutral Gate Entrance Sign*

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**E-7. Reserve Gate Exit Sign**  
**E-8. Neutral Gate Exit Sign**



*Reserve Gate Exit Sign*



*Neutral Gate Exit Sign*