



DEPARTMENT OF THE AIR FORCE

HEADQUARTERS 19TH AIRLIFT WING (AMC)
LITTLE ROCK AIR FORCE BASE, ARKANSAS

9 October 2023

MEMORANDUM FOR 19 AW PERSONNEL

FROM: 19 AW/CC

SUBJECT: Negotiation and Dispute Resolution (NDR) Memorandum

1. The ability to negotiate successful outcomes is a critical leadership skill for all Airmen, but the responsibility for resolving disputes resides with Commanders and supervisors. It is Air Force policy to empower Commanders and Airmen to manage and resolve conflict as early as possible and create an environment conducive to those attempts.
2. Negotiation and Dispute Resolution is a term used to describe a variety of approaches for resolving conflicts in lieu of traditional adjudication or adversarial methods. NDR offers the parties the opportunity for an informal resolution of disputes in a mutually satisfactory fashion, usually costs less, and uses fewer resources than traditional administrative or adjudicative processes. NDR empowers the parties involved to maintain more control over the processes and its outcome, emphasize open communication, cooperation in identifying mutual interests, and develop solutions to resolve disputes.
3. I fully support and highly encourage Commanders and supervisors to participate in good faith in NDR proceedings whenever a dispute is determined to be appropriate for NDR and has been offered to and accepted by the employee. Interested parties who want to use NDR may initiate the process by contacting the NDR Manager; bargaining unit employees may also contact the Union NDR Advocate.
4. For additional information regarding the NDR Program, contact the Equal Opportunity office at 501-987-4182 or DSN 731-4182.

DENNY R. DAVIES, Colonel, USAF
Commander

BLACK KNIGHTS... MOVE OUT!