

S: 1 July 1999

22 June 1999

AMCEE (690-12a)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: REDS--ADR for Workplace Disputes

1. During 1998, you periodically received briefings and other information on REDS--Resolving Employment Disputes Swiftly, a one-year test program conducted at the U.S. Army Research Laboratory, the U.S. Army Tank-automotive and Armaments Command and the Anniston Army Depot. I recently received an excellent briefing from the HQ AMC REDS Team on the impressive results of the test.
2. It is my decision to adopt REDS as the AMC Model for using Alternative Dispute Resolution (ADR) for workplace disputes. Traditional employment litigation cases are very expensive in terms of time and money. Additionally, they take a long time to resolve, contribute to a breakdown in relationships, and distract people from concentrating on the mission of AMC. ADR and our AMC REDS Program provide methods for identifying and resolving disputes early, focusing on open communications and building healthy future employment relationships.
3. REDS has been successful in large part due to an outstanding team effort, with EEO in the lead and active participation and representation from the civilian personnel and legal communities. To maximize the benefits of REDS, I ask each addressee to appoint a REDS Team, with EEO leading the team and supported by your CPAC and legal offices. Additionally, I ask each MSC to endorse this memorandum, forwarding it to your subordinate installations for appointment of REDS teams at the activity level.
4. Please provide AMCEE with the name, duty position, telephone number and e-mail address of your EEO POC and for each member of your designated REDS team **NLT 1 July 1999**. Installation REDS team information should be provided directly to AMCEE with a copy furnished to the appropriate MSC EEO office.

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5. These teams will participate in a REDS training program conducted by members of the HQ AMC and pilot program REDS team members. More information will be provided on this program in the near future.

6. I appreciate your cooperation in the effort to expand REDS and export it throughout AMC.

7. AMC -- Your Readiness Command ... Serving Soldiers Proudly!

signed

JOHN G. COBURN
General, USA
Commanding

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