



**DEPARTMENT OF THE AIR FORCE
HEADQUARTERS 180TH FIGHTER WING (ANG) (ACC)
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SWANTON OH 43558-9645**

November 20, 2007

MEMORANDUM FOR 180TH LOCAL PARTNERSHIP COMMITTEE (LPC) MEMBERS

FROM: 180th LPC RECORDER

SUBJECT: LPC Meeting Minutes for October, 2007

1. The 180th Local Partnership Committee met for the regular meeting on Tuesday, October 9, 2007 at 1400 hrs in the Wing Commander's Conference Room.

2. Members Present:

Mark Bartman (Representing Management)
Jeff Brubaker (Representing Management)
Todd Copic (Representing Labor)
Barry Fawcett (Representing Labor)
William Giezie (Representing Management)
Mike Haas (Representing Management)
Victor Kynard (Representing Labor)
Brent Leimenstoll (Representing Labor)
James Linger (Representing Labor)
Melissa Martin (Recorder)
Michael Masiker (Representing Management)
Amy Whitehead (Representing Management)

3. Members Absent:

Mark Black (Representing Labor)
Mark Close (Representing Labor)
Mike Danko (Representing Management)
Mike Dohrman (Representing Labor)
Claudia Jones (Representing Management)
Tambra Lipper (Representing Labor)
James Reagan (Representing Management)

4. Old Business:

A. Energy Update - Giezie

We were 6% over in energy usage last year. 2007 is the baseline that the new Governor will be using to push for a decrease in energy - even further than what we had already been reducing (energy consumption divided by sq footage of base - as base grows, budget grows). ASA will burn more energy but the budget will increase for the new mission.

Problem for next year: ASA hangars – the budget will grow a little for the crew building but not for the new hangars. Projected: 88,940; Goal: 83,674 - we can already see a problem.

Some solutions: Renewable Energy Project – will be able to generate our own electricity; also, ratio of federal dollars will go up by taking on new federal mission of ASA - ASA buildings will be metered; also, AAFES will begin to reimburse their portion of utilities.

Some other suggestions to reduce consumption: Baker Building – only a few people work during the week – can we move them somewhere else during the week? Or, some bases make all personnel work 4 10 hr days to reduce energy consumption. Plus, need to have “energy committee” started to help the program.

Miscellaneous: Ramp lights have been on even before personnel arrive – wasting energy – why? Giezie thought they were on a timer and would look into it.

B. Late Appraisals - Leimenstoll

The technicians from last meeting that had late appraisals were taken care of; new late appraisal reported: Michael Kreisher from the 200th RH – Eischen is the supervisor and needs to be contacted.

NOTE: When the 200th RH moves under Mansfield – we will no longer have to handle their issues.

C. LPC7 Cross-Utilization Training (CUT) - Leimenstoll

Will go over all LPCs during next month’s meeting to make them all current (even what is displayed on the Stinger is not current/correct).

D. New co-chair elections and selection – Leimenstoll

It was decided that after the meeting, both Management and Labor would meet separately and decide amongst themselves who the new co-chairs would be. They will be taking over at next meeting.

For Management – new co-chair: James F. Reagan

For Labor – new co-chair: Vic Kynard

E. The following items were still showing as open in past minutes and brought up by the Recorder to find out a current status:

1. LM Training – Danko needs the newer training primarily in the IBB process.

Result: they will be assigning someone else for the training.

Status: Closed.

2. Condensed Work Week Schedule: The proposal was rejected from State.

Status: Closed.

1. New Business

A. Appraisals - moving them all to September? – Bartman

The State HRO wants to get all the appraisals done in September and then NPS would be Oct 1. State wants feedback on why not? Feedback would be provided thru PEC.

Masiker - September is also the same time as "year end" tasks getting done – could they move it to August instead? Brubaker - and, what if your unit is deployed? Leimenstoll - Labor doesn't care as long as they get done on time.

B. Work Schedules for Bargaining Unit employees – Leimenstoll

LPC 8 was rescinded awhile ago even though it is still posted on the Stinger (**which is why all LPCs need to be reviewed and the Stinger needs to be updated**). The current policy (no LPC specifying this info out) would be to leave it up to the supervisor to decide what shifts their personnel could work (5 8's, 4 10's, etc).

Question: what if someone wants to move to 5 8's and the supervisor says no? Do we want to create a policy/procedures before this situation arises? What would be the resolution?

Bartman – not sure where labor wants to go with this since it hasn't been a problem so far? The work schedule was shifted to meet the mission; those that are allowed to work the 5 8's are not mission critical; but, he also said that when he was in the OG, if he had someone who wanted to shift his schedule to coach, etc – he was flexible – especially if it was short term.

Brubaker – authority was left up to the supervisor – that is the known policy and is a case by case situation; we originally went to 4 10s under Pifer to increase the FMC

Leimenstoll – the standard Guard schedule in Ohio is 5 8's – it should be up to the technician to decide if he wants the standard shift or not; shouldn't we have a policy to explain this out to everyone because some supervisors are just stating a flat "no." Something needs to be out there to explain to the supervisors that you should be able to do 8's if possible.

Haas – thought it was left up to the supervisor;

Giezie – thought we are taking care of our employees with flexibility as long as the mission isn't compromised

Linger – he was told that in his shop, they wouldn't be able to shift to 8's because of safety (need safety person in shop on duty for you to do some Maintenance work – can't do by self).

Masiker – personnel that go to 5 8's don't have to do night flying which is unfair in Maintenance and which is why he thought Maintenance was so restrictive

Whitehead – should be a formal request in writing sent to the supervisor with the supervisor having an answer back in same formal process.

Miscellaneous:

Bargaining Agreement – says leave it up to the supervisor? Need to review.

Process – leave it up to the supervisor; technician goes to supervisor (should request in writing – should be formal? Nothing set in policy – work schedules should be reviewed once a year? Have new co-chairs put new policy/guidance on this issue on how to request/grievance issues (i.e. if grievance does occur, a committee would be put together to find a resolution.

Mike Haas moved to have the new co-chairs put together a letter explaining the formal process for requesting a change in work schedule and for how a supervisor is to respond. Vic Kynard seconded this motion. All members agreed

C. Discussion of max grade statements on job advertisements – Leimenstoll

Dohrman wanted this added to the agenda. Leimenstoll believed that this was about why certain jobs are only opened up to certain ranks when higher ranks were available in that job; i.e. Expediter vacancy – with Zuvor gone, why wasn't the vacant spot opened up to MSgt rather than TSgt? Giezie – it depends on manning document. Leimenstoll wasn't certain if this is exactly what Dohrman meant so the issue will be left open until the next meeting for Dohrman to discuss.

D. LPC Members – Leimenstoll

It was discussed that Danko will no longer be on the board – Dailey will be taking his place. Kynard stated that Labor and Management needed to review current LPC members to decide if anyone needed replaced.

E. Holiday work schedule – Bartman

Do you want to change the work schedule for the holidays? Could maneuver Christmas working dates – but, the President may give us the 24th off – it was decided to leave Christmas holidays alone. Thanksgiving holidays can be offered to all personnel to work 4 10's. Day after Thanksgiving is liberal leave. Plus, Christmas holidays will be liberal leave.

F. Appointments to Base Safety Council

ESOH Council needs representatives – Todd Copic would do it.

Brubaker moved to have Todd Copic represent LPC from labor; Copic seconded the motion. All agreed.

G. AIR PEC Meeting Information – Bartman

1. Beginning Oct 15th, all new employees have to go to State HRO the first Monday of a new pay period for training.
2. When sit on boards for selection, on sheet – rank order – do not use “non-select” – means something different to HRO (means not qualified for that job). Also, “ideal candidate” statement is going away. They are also in the process of making the application be one page.

NOTE: Kynard spoke w/Tanner about the point system. Tanner says that the point system is a suggestion – doesn't have to be done. Board chairmen don't know that it is a suggestion. Tanner says the point system can unknowingly be unfair to the first person interviewing. **NO MANDATORY REQ'T TO USE POINT SYSTEM FOR RANKING.**

3. Energy statement – went over goals.
4. Recruiting – Gen' Wayt wants to increase #'s (20% female increase; 16.4% minority increase). We are close and we have some new incentives.

H. Dress Down Day – Masiker

Are people supposed to still shave on dress down days? Yes.

I. Forced Comp Time – is there such a thing? - Leimenstoll

From the “Scheduled Meeting Notes” dated 6 Sep 07, it was stated “21st, 22nd, 23rd Waiting on support, may have to direct Technicians to work. Waiting for green light.” This has brought up a major issue – can supervisors force labor to work comp time?

1. Reagan stated that if it was mission-essential – they can direct this. Leimenstoll asked what is considered mission-essential? What is allowed to be forced comp time? Bartman said that mission-essential would be situations like ASA, AEFs, State-directed (ex. Sep 30 is a flyby that State is directing us to do).

2. It was brought up that these dates mentioned in the scheduling meeting were cancelled because they could not find enough support to be able to fly. So, since these dates have been cancelled – this drops the issue. Until an actual incident occurs, the committee can’t really debate over a situation that hasn’t happened.

3. Leimenstoll wanted to define “forced comp time.” Bartman said there was something in the Technician Handbook that states that the Wing Commander can direct mission-essential situations. He also said he will always give notice and not just do things arbitrarily. He stated that the Sep 30 Flyby is State-directed, so, first, they will ask for volunteers and then, if they have to – reschedule work schedules. Jones said that the minutes were being taken out of context and that there is no such thing as “forced comp time.” Haas suggested having someone from Labor sit on the Scheduling Meetings to make sure things don’t go against the rules. Then, if there was an issue, it could be taken to the LPC.

4. Correct steps: ask for volunteers; if none, take it to Commander and Partnership to figure out what to do. PLUS, RE-EDUCATE; NO SUCH THING AS FORCED COMP TIME

J. Traffic Safety Rules here in Toledo – Bartman

He read the letter from General Wayt which states that our base is owned by the State (not Federal) so only State laws apply. The State’s stance is that you can’t enforce any federal regulations onto state property (i.e. you can’t be more restrictive than our own laws). We can only recommend to personnel to follow the Safety AFI (91-207). This will cause problems with the IGs/UCI Inspectors who could write us up. A proposal letter was presented to the LPC in which he recommended following AFI 91-207 but that it won’t be forced. The LPC agreed to the letter. He would send it out the masses. Note: since our state doesn’t mandate that you have to wear motorcycle helmets – our base can’t enforce it. The letter will just encourage everyone to be “safe.”

K. The Recorder mentioned that she would be given publishing rights to the Portal because of her IM career field. She asked if the LPC wanted her to move the LPC minutes and current LPC policies that were on the 180th FW Intranet onto the Portal under the 180FW page. Black said he

would be fine to give up that duty. Giezie told Martin to create an appointment letter and the co-chairs would sign it to allow her to do this.

L. Time Off Award Policy – Bartman

The new “Time Off Award” Policy went away by TAG. There will be no more travel awards – the only time off that exists is for superior performance. Bartman lost that battle with State when he tried to get 150 deploying members their “Time Off Award.” The cancellation of this policy was bad timing. The legal view was that this request wouldn’t stand up during an OPM audit so they rejected the whole packet submitted to State in April.

M. The 180th LPC will reconvene on November 13, 2007 at 1400hrs in the Wing Commander’s Conference Room.

//SIGNED//

MELISSA A. MARTIN
180th FW LPC Recorder

Approved as written
//SIGNED//
BRENT C. LEIMENSTOLL
180FW LPC Co-Chair

Approved as written
//SIGNED//
MICHAEL MASIKER
180FW LPC Co-Chair