



**DEPARTMENT OF THE AIR FORCE
HEADQUARTERS 180TH FIGHTER WING (ANG) (ACC)
2660 S EBER RD
SWANTON OH 43558-8752**

20 December 2010

MEMORANDUM FOR 180FW LOCAL PARTNERSHIP COMMITTEE (LPC) MEMBERS

FROM: 180FW LPC RECORDER

SUBJECT: LPC Meeting Minutes for 20 December 2010

1. The 180FW Local Partnership Committee met for a special meeting on Monday, 20 December 2010 at 1300 hrs in the Wing Commander's Conference Room.

2. Members Present:

Baszynski, Joseph (Facilitator)	Martin, George (Representing Labor)
Black, Mark (Representing Labor)	Martin, Melissa (Recorder)
Caplinger, Leroy (Representing Labor)	Mossing, Linda (Representing Management)
Chandler, David (Representing Labor)	Nordhaus, Steve (Representing Management)
Dailey, Frank (Representing Management)	Perlaky, Paul (Representing Management)
Kynard, Victor (Representing Labor)	Zimmerman, Jeff (Representing Management)
Leimenstoll, Brent (Representing Labor)	

3. Members Absent:

Belli, Christopher (Representing Management)	Noel, Trevor (Representing Management)
Cole, Casey (Representing Labor)	Reagan, James (Representing Management)
Giezie, William (Representing Management)	OPEN SEAT (Representing Labor)
Litton, Jeffrey (Representing Labor)	

4. Old Business

A. MXG Night Shift – Nordhaus/Leimenstoll. Discussed Working Group's (i.e. Calhoon, Chandler, Martin, & Perlaky) resolutions to issues addressed at previous meeting. Issues to be addressed: hours, supervision, customer support for night crew, work outside of PD, leave/time off, policy for "un-volunteering" for night shift, sunset clause, energy use/work environment and start date of 2 Jan 11.

Points Addressed:

-Customer Support: Ongoing issue for those working a night shift. If they have CAC issues, how do they get those fixed? Resolution: Supervisors would allow flexible work schedules for those on nights if they needed to come in early to fix issues that needed customer support.

-Supervision: Reporting officials would not change (i.e. the night shift supervisor would supervise the work being done but not the individuals in aspects of things like PRs; however, the night shift supervisor would give the day shift supervisors inputs to help them do the PRs, etc). The night shift would NOT exceed 120 days so that reporting officials would not change unless brought back to LPC for approval/discussion first.

-Target Dates for Night Shift: Jan to mid April. 3 ½ month timeframe. If needed to extend, it would be brought back to LPC. **Start date: 2 January. End date: 16 April.**

-Is a Night Shift really needed? Not manned for a second shift. Need to maximize people. 10 hrs = 10 hrs – what is the difference if the work is done during the day or night? Isn't the real issue poor scheduling/not managing people wisely during the day? Night shifts could also mean day shifts are short-manned. Previous night shift that went for 2 months prior to ORI was very successful. Only issue was that the day-shift felt strained to permit leave to those during the day due to losses of personnel to night shift. Resolution: This would not be an issue this time. Night shift personnel would not affect leave approval for day shift leave requests.

-Purpose of Night shift? Is it for contingency prepping or to ensure jets are ready to fly in the morning/improve FMC? Priority would be to ensure broke jets get fixed that are set to fly. Need the flying schedule/OPS tempo to press forward in order to keep pilots in good training status (i.e. combat ready). Can't reduce flying schedule. Since sometimes you have to wait on various shops to get things done before other actions can occur, a night shift would enable a constant flow of maintenance. Once jets scheduled to fly are fixed, then, night shift could do other opportune maintenance.

- Prioritization Issue – Afternoon production meeting would be the key to setting priorities for the night shift.

-Folks will be **voluntarily** working night shifts – not mandated to switch shifts.

At this point, the facilitator wrote every MXG night shift issue on the board; then, LPC discussed unresolved concerns and possible solutions. See **Attachment A** for the issues/unresolved concerns/resolutions/notes. After this discussion, Perlaky moved to accept the MXG night shift as outlined in Attachment A. Martin seconded. All agreed. Item closed.

B. 27 July Grievance – Leimenstoll/Nordhaus. LPC reviewed the proposed LPC Resolution that had been decided at the previous meeting. **Note:** Tanner had recommended that the “resolution” be put in writing for the Union to accept. Leimenstoll moved to accept this Resolution and take it back to the Union to vote on. Nordhaus seconded. All agreed. Now, LPC has to wait on the Union's answer. If not accepted, it will be forwarded to State. **OPEN ITEM (AUGUST, 2010).**

3. New Business

A. The 180FW LPC will reconvene on 11 January 2010 at 1330 hrs in the Wing Commander's Conference Room for a regular meeting.

//SIGNED//
MELISSA A. MARTIN
Recorder, 180FW/LPC

Approved as written
//SIGNED//
STEVEN S. NORDHAUS
Acting Management Chairman, 180FW/LPC

Approved as written
//SIGNED//
VICTOR T. KYNARD
Labor Chairman, 180FW/LPC

ISSUE	UNRESOLVED CONCERNS	POSSIBLE SOLUTIONS	NOTES
Hours (1600 - 0245)	*Gate Open?	Worked thru SF.	Try to help Security Forces out and standardize times to open the gate along with Engine Shop's 2nd shift, too. Just need to call/notify SF.
Supervision	*If extends beyond 120 Days? (SUNSET)	N/A: Intent is to end prior to 120 days unless changed by LPC.	LPC determined the end date to be 16 April (corresponding to end of pay period) unless changed by the LPC .
	*New TPR 430?		Not an issue until it releases for LPC to review.
	*Rules/Responsibilities	<ol style="list-style-type: none"> 1. Research Chain of Command/ breadth of authority. (BRENT TOMORROW) 2. Key is communication between shifts. 	Prioritization will be the key at the daily production meetings so that the Night Shift Supervisor knows what the priorities are. Day shift supervisors will state work priorities at the meetings. We don't want conflicts where a Day Shift Supervisor tells an employee to do one thing and the Night Shift Supervisor states to do something else as a priority. Leimenstoll was checking with Tanner to see what authority a WS-09 Night Shift Supervisor has over the employees when he is not their direct chain of command.
Customer Support = flexible schedule through supervisor			Supervisors will allow night shift employees to come in early as needed to allow them to get customer support from COMM, Finance, Personnel, etc as needed and work flex schedules.
Working Outside of PD	*No requirements to work outside of specialty	<ol style="list-style-type: none"> 1. Possibly identify by task what individuals are trained and willing to do. 2. Include in initial proposal what part of night shift work includes possibility of working outside specialty. 	If the volunteers are qualified for tasks outside of their AFSC and are in compliance with LPC Agreement 7 for CUT Training, they can do the task as long as they are signed off and feel confident doing the task.
	*Pay-Grade-specific work	Non-issue.	

LPC MXG NIGHT SHIFT ISSUES/ANSWERS - 20 DEC 2010

ISSUE	UNRESOLVED CONCERNS	POSSIBLE SOLUTIONS	NOTES
Leave/Time Off	*Reduces flexibility to afford leave	Leave will not affect the other shift.	
"Un-volunteering"		<ol style="list-style-type: none"> 1. Min. one pay period notice. 2. Open to all. 3. Will take shortfall if no substitute. 	
Energy Use/Work Environment		Needs will be assessed & accommodated as best as possible.	A minimum amount of rooms will be heated. Requests can go thru Reagan to Giezie.
02 Jan Start Date		Start w/current volunteers meeting proper personnel per required specialty	If volunteers want to start on 2 January - allow it. Otherwise, if they are already on leave and don't have proper notification - have them start when they can.
Completely Voluntary			Stressed that this is completely VOLUNTARY.
Number of Personnel	Increased manning on nights may negatively affect day-shift quality of life.	Anything over 18 requires LPC.	
CONUS Deployments	Personnel/Acft Deployed	<ol style="list-style-type: none"> 1. Mgmt will work replacement reqts. 2. Cannot involuntarily change work schedule w/o 2 week notice. 	During the short-term deployments, Mgmt may determine that they may not need the night shift for that time. If these types of decisions occur, Mgmt must give the employees a 2 week notice.