

Special ARPEC Minutes
12 April 2011, HR Classroom
Dress: Business casual or uniform of the day
Breaks as needed

Mission: To transform labor-management relations from confrontation over rights to collaboration on achieving improved Military Readiness, Public Service, and Individual Quality of Life

Attendees: COL Harris, COL Rogers, COL Driesbach, LTC Cappone, LTC Tansill, LTC Wirth, CW2 Gettys, Mr. Tanner, Mr. Dohrman, Mr. Wille, Mr. Hill, Mr. Lykins, Ms. Gulla

Attendance at this meeting constituted a quorum.

1. Per the Collective Bargaining agreement an issue of non-selection was brought to the ARPEC for resolution. CW2 Gettys was the Hiring Board President with LTC Cappone as the selecting official for the position of a GS11 Logistics Management Specialist in the J4. Mr. Ronnie Hill was the union representative assigned to the hiring board for this position. Two applicants successfully qualified for an interview, Ms. Amber Park and Ms. Tina Best. Neither applicant was able to adequately answer the questions posed to them during the interview. The hiring board came to the consensus that neither applicant would be selected for the position.
2. The union was concerned that the questions developed to fill the LMS position were geared toward a fully qualified individual rather than a minimally qualified individual. The union representative who served on the board stated that he felt pressure from the hiring board to sign off on the non-selection.
3. Management stated that the original posting did not accurately reflect the IT requirements for the position. This was the result of an older position description being used to create the KSA's and specialized experience listed on the job posting. Logistics has become increasingly technology based and incumbents must be able to manage these new more technological duties. Management has a concern that these two applicants neither prepared for the interview nor seemed to have basic computer skills that would allow them to be successful in the position.
4. Resolution – COL Harris determined that the applicants should not be adversely affected because of errors made in the posting process. It was determined that either applicant could be trained in the duties required of the position. Ms. Best had already received another position within the organization so Ms. Park will be awarded the position. It is agreed by both labor and management that this resolution is non-precedent setting and will not be used in other subsequent cases.

For Management

JOHN C. HARRIS JR.
COL, OHARNG
Assistant Adjutant General for Army

For Labor

JEFFERY L. TANNER
President
AFGE Local 3970

Prepared by: Kathy Gulla, x7475, 20110510