

Labor Partnership Committee Meeting Minutes from 18 Jan 2012

Attendees: Mr. Jeff Tanner, Colonel Jones, Major Kmetz, CMSgt Liederbach, CMSgt Robertson, MSgt Bell, MSgt Brenly, MSgt Dickinson, Lieutenant Colonel Dunlap (recorder)

Agenda and notes:

1. **Updated names for LPC** (need one more for labor) – this individual has not yet been selected, Labor stated that this individual should be named by the next meeting in April.
 - a. **Labor:** MSgt Bell, MSgt Dickinson, MSgt Brenly, Mr. Tanner
 - b. **Management:** Colonel Jones, Major Kmetz, CMSgt Liederbach, CMSgt Robertson
 - c. **Facilitator(s) needed** – Will be named in the near future, could be an individual from the outside if no one is selected locally. Requires Interest Based Bargaining Training (IBB) and Facilitator Training and may be a full or part time individual.
2. **New Issues**
 - a. **Work Schedule discussion for 8/9/10 hour weeks** – The flexible and traditional schedules were discussed and it was agreed that all three schedules are currently being utilized. Currently the REDHORSE section is gearing up for an inspection so their hours are varying to accommodate this activity. Operations still wants to maintain a Tuesday through Friday Schedule for Mission Operations and Training. Flex time/work weeks considered important and viable options by management and labor – intent is to support flex hours around the mission constraints with supervisor approvals.
 - b. **Earlier lunch hour discussion for shifts that start early** – A proposal suggested for 0600-0630 shift workers was considered for an earlier lunch period. Labor proposed an optional 1100 start time for those early shift employees. No change in policy and/or past practice was the result of the discussion sighting past practice break time utilization for hunger issues. Further, flex time, by its nature, has an effect that naturally restricts core mission production activities within day-to-day operations whereby adding another variable to the already dynamic work schedules could potentially inhibit operations (e.g. recognizing that different start time/finish times constrain the availability of personnel to function within the same timeframe as well as having different duty days for some within the core hours currently utilized – 8, 9, and 10 hour schedules). As the C-27J mission continues to evolve and a steady state for operations unfold, it is the intent to collaborate as needed to meet mission needs as well as to support a good faith management/labor partnership.
 - c. **Hangar renovation update with discussion to optimize safety in regard to work** – Labor inquired as to the construction work that is about is pending in the building 102 hangar. He wanted to make sure that multiple areas of concern were addressed so as to ensure a safe work environment during this process. Management stated that areas deemed within the construction/contracting process will be identified as such and may include a dedicated construction entrance, restroom facilities, as well as some personnel being potential displaced in the interim. The effected functions and shops are under review and a plan will be in place prior

to this construction beginning. At present, no aircraft maintenance activity is planned inside this facility (the hanger proper) while work is in progress – areas within building 102 that are not directly affected will continue operations (e.g. unaffected shops with access directly to the outside). The construction project will begin sometime next year as funding allows and further discussion will follow to ensure a safe and well coordinated/communicated process.

The next meeting for the LPC at the 179AW has been scheduled for 17 Apr 2012 at 0900 in Building 422, Wing Conference Room.