

Air Service PEC Minutes

Date: 8 February 2006, 1300-1600
Location: Classroom 2, Beightler Armory
Member Attendees: MG Feucht, Mr. Tanner, Col Baylor, Mr. Shafer, BG Botchie, Col Lohnes, Col Schart, Col Stephens, Mr. Sims, Mr. Dohrmann
Advisors: Mr. Boling, Mr. Willinger, 1st Lt Roche (LR)

Opening:

1st Lt Roche opened the meeting.

Old Business:

1. Previous Minutes from 16 Dec 2005 accepted with no changes. Executive PEC minutes were provided, and clarification was made that the LPC meeting dates are to ensure LPCs meet the month prior to the Service PEC.
2. LPC Briefings were given by management and labor representatives of the respective committees. Request was made to forward copies of LPC minutes to LR. The 178th is utilizing the Special Emphasis Program Manager to obtain diversity on hiring boards. The 121st requested HRO assistance for New Employee Orientations (see below).
3. IBB Training is necessary for Partnership members. The desire is to have a class next month. A list of individuals identified for IBB training was circulated and the request made to forward any additional names to LR. Col. Stephens requested three spots.
4. Status of Energy Conservation efforts was reviewed. Labor-Management collaboration on this issue is going well locally. No L-M issues for the Service PEC to address.

New Business:

1. Information Sharing regarding various status issues affecting labor-management:
 - a. Implementation of National Security Personnel System Labor Component
An outline of significant changes was provided. The system is currently in litigation, so training has been terminated by NGB.
Status: Informational. POC is 1st Lt. Roche, DSN 346-7269.
 - b. Electronic W-2s
The Air Force has mandated electronic W-2s will be the standard for employees who view their information through MyPay. Employees have the option to deselect electronic W-2s and receive hardcopies through the MyPay site. Impact and Implementation bargaining with the union consisted of reviewing the practice and finding no objections.
Status: Informational. POC is 1st Lt. Roche, DSN 346-7269.

c. Posters & Weingarten advisement

State and Federal law requires employers post certain information for employees. Required posters can be obtained through the Ohio Department of Administrative Services and 614-644-2703. It is also a requirement to post Weingarten rights, and a copy of that advisement can be obtained through LR.
Status: Informational. POC is 1st Lt. Roche, DSN 346-7269.

2. HR Proposal for an agency-wide adjustment to procedural requirements for diversity composition of interview team members for full-time position hiring.

Discussion: "Clarification Regarding Composition of Interview Team for Advertised Full-time Technician and AGR Positions." The rationale for proposing the modification to the procedural memo was identified as a request to make the procedure less cumbersome from the Air Commanders. The proposed change is procedures eliminated the requirement for selecting officials to include appropriate African-American and/or Latino and/or Asian members on the interview team when there are known candidates that reflect these races as applicants. The draft was provided as an information item to solicit feedback and identify any concerns that might exist in changing procedures. The expressed intent, from HR, was to continue the overall requirement that all interview teams would require both gender and race/ethnic diversity. Labor representatives expressed no concern about this direction. Management expressed a concern that the requirement was still too cumbersome with a requirement for both gender and race/ethnic diversity if this required two diverse members on the interview team. A suggestion was to modify the requirement to allow gender and race/ethnic diversity by including at least one female and one minority or by including a female minority. In the brief discussion that followed, HR identified the problem that this requirement would not be consistent with the Army AGR regulatory requirement when there were both female and minority applicants. HR furthered briefed that a planning assumption in this procedure was to establish a unified requirement for all full-time positions in both the Army and Air in Ohio.

Status: Item left open. Air Commanders will provide feedback to Assistant Adjutant General for Air on whether this proposal is supportable or needs additional modification.

3. New Employee Orientation

Discussion: The 121st especially requested the HRO devise a method of delivering NEO training to the Wings as the Remotes do not have the expertise to adequately fulfill the need. There is no L-M issue here as all parties agree it is a good idea.

Status: Referred to HRO.

For Further Action:

Schedule IBB Training (LRO)

Next Meeting:

18 May 2006 0800, HRO Classroom

Verified by:

For Management

For Labor

/s/

HARRY W. FEUCHT
Major General
Asst Adj Gen for Air

/s/

JEFFREY L. TANNER
President
AFGE Local 3970

Date: 16 Mar 2006

Prepared by: 1st Lt Dan Roche