

ARPEC Minutes
6 November 2008, 1300 EMA Room #104
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: MG Kambic, COL Faber, COL McHenry, LTC Wirth, LTC Shears, LtCol Herder, Mr Tanner, Mr Shafer, Ms Craigo, Mr. Wille, Mr. Marcum, Mr. Lykins, CW5 Taylor, 1LT Scott

Item

Status

1. Previous Minutes & LPC Metrics

Ongoing

The minutes were reviewed and accepted. The metrics were reviewed. All LPC's are meeting timely with quorum. Open and recently closed issues were discussed. West LPC issue 07-04, communication with technicians in armories, is closed and will be briefed at the upcoming townhall meetings. East/West issue 07-09 is closed. The initial ASE certification can be paid for by J1-EIO. HR Development can pay for recertifications.

2. Overdue Appraisals

Ongoing

The list of employees with overdue appraisals was reviewed. A change will be made to the list to show USPFO employees separately from the rest of the Army technicians.

3. Maintenance Facilities Sub-working Group

Ongoing

COL Faber briefed the group on the success of the Maintenance Facilities Sub-working Group. He then solicited ideas from the group as to the best way to broadcast this story to the workforce. The group agreed to incorporate this into the upcoming townhall meetings, post a message on the partnership website and publish an article in the Buckeye Guard magazine (OPRs Scott, Wille and Shears).

4. USERRA and Mobilizations

Info/Discussion

Labor conveyed concerns from employees regarding volunteers for deployment. Some employees are allowed to mobilize while others are not. Employees do not understand their rights under USERRA as it relates to mobilizations. COL Faber addressed the concerns by clarifying that whether or not a technician mobilizes is a military decision. The authority to determine which Soldier mobilizes is delegated to him by the Army ATAG. COL Faber will publish a memorandum on USERRA when NGB issues their updated guidance on USERRA. MG Kambic followed up by stating that he cannot manage the OHARNG on individual wishes. He will consider hardships on a case-by-case basis but his primary responsibility is to support the organization as a whole. This issue will also be discussed at the townhall meetings.

5. *IBB Session Results*

Discussion

The LRS briefed the group on changes to the education plan. The education plan now consists of HR Development issuing individual development plans (IDP) to each new technician and his or her supervisor. The IDP will outline all required courses for the employee's position to include compatibility requirements. A memorandum summarizing the requirements of TPR 303 will be included in every new hire packet and available on the HRO website. Locations for the townhall meetings were agreed upon. The locations are: Walbridge, Kettering, McConnelsville, Building 2000 at RANGB/AASF#2, and the Akron/Canton and Ravenna Armories. Panel members for the townhall meetings are 1LT Scott, LTC Shears, CW5 Markley, CW5 Taylor, Mr. Shafer, Ms. Craig and Mr. Wille. At a minimum, the following items will be addressed at the townhall meetings: Results of the IBB session, success of the Maintenance Facilities Sub-working Group, and technician mobilization issues as they relate to USERRA rights.

Next Meetings:

ARPEC 5 February 2008, 1300
JPEC 4 December 2008, 1300

For Management

For Labor

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Major General
Assistant Adjutant General for Army

JEFFERY L. TANNER
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