

Ohio Army National Guard (OHARNG) Service Partnership Council (PEC) (Army PEC) Charter

SECTION 1: MISSION STATEMENT

To further collaborative efforts for the continued improvement in labor-management relations with the intention of enhancing Military Readiness, Public Service, and Individual Quality of Life.

SECTION 2: PURPOSE

To provide a forum to maintain training oversight, hear issues arising from the local partnership committees and to periodically assess the effect of the partnership process on military readiness, delivery of services, and individual quality of life in the organization and to make recommendations for change/improvements on issues/processes impacting full-time human resources of the Ohio Army National Guard.

SECTION 3: GOALS:

We are committed to achieving the following goals:

To create a culture of mutual trust and respect among managers, labor representatives, supervisors and employees.

To promote empowerment in achieving organizational goals.

To institutionalize a process for joint identification of problems, and the cooperative development of solutions, to enhance readiness, improve services, and promote individual quality of life.

SECTION 4. STRATEGY TO ACHIEVE PARTNERSHIP GOALS

We agree to continue a state level Service Partnership Executive Council to be composed of equal numbers of representatives from management and the union. ***This council will function as the principal forum for management and labor collaboration on issues that can not be resolved at the local partnership committee level or on those having statewide application.*** All decisions of the council will be derived through consensus of the council membership.

We agree that local partnership committees will continue to represent each worksite in the Ohio National Guard where labor and management maintain an on-going relationship. These committees will consist of equal numbers of representatives for management and for the union, and are the principal forum for management and labor collaboration on issues at local worksites.

These committees will operate with an individual mission statement consistent with the mission of this partnership, and continue operating procedures using consensus problem-solving techniques. ***These committees will be given guidance on regular reporting requirements to the Service Partnership Executive Council.***

We agree the Service Partnership Executive Council will maintain methods to support the formation and functioning of these local partnership committees. We support the following initiatives:

The Partnership Executive Council should model the principles of partnership in their function and behavior;

The Service Partnership Executive Council will establish assistance teams as needed or requested. These teams will be joint teams consisting of both management and union representatives. The teams will schedule visits to local worksites to meet jointly with local union and management representatives to explain the values and principles of partnership, and offer assistance to the partnership committees.

We agree to the development of joint communication products that will regularly provide information on partnership initiatives and successes. ***These issues and other information will be posted on the web site and will be made available to all members of the workforce***

SECTION 5. CODE OF CONDUCT

Team members will attend all meetings as so far as possible.

Two-thirds of the designated management and/or two-thirds of the designated labor representatives will constitute a quorum.

Interest-based bargaining is the approved problem-solving and negotiation method of the committee.

Professional courtesy is expected.

Decisions will be made by consensus.

Minutes will be published/forwarded to members and sponsors after each meeting. The most recent meeting minutes will be posted to the web-site.

SECTION 6. MEMBERSHIP and RESPONSIBILITIES.

The membership of the Army Service Partnership Executive Council will be as follows:

Representing Management:; Asst Adj Gen for Army, Chief of Staff Army, SAO, DCSLOG, SMO, Deputy USPFO, (Director HRO as advisor only)

Representing Labor: AFGE Local 3970 President, AFGE 3970 Sec-Treasurer, Union VPs from SMO and AASF, two (2) Army Stewards designated by the Union President

Chairperson. The Asst Adj Gen for Army and the Union President will serve as co- chairpersons for the Army Service Partnership Executive Council.

Alternate Chairperson. The Chief of Staff and the Union Secretary/Treasurer will serve as alternate co- chairpersons.

Members will provide agenda items to the Labor Relations Officer as appropriate; co-chairs will approve the final agenda. Members will also provide advice, assistance and recommendations to the Army Service Partnership Executive Council.

Invited Personnel. These personnel will be individuals who are subject matter experts or possess a functional area of interest to the issues being discussed by the Council. The individual members of the council have the option of inviting additional personnel to the meeting with the concurrence of the co-chairs. The co-chairs reserve the right to limit the presence of individuals during the meeting.

Meeting Frequency and Duration. The Council will meet as directed by the co-chairs, but as a minimum once per quarter. Additionally, the Council will meet as needed to hear issues raised through proper channels by the Local Partnership Committees.

For Management

For Labor

/s/

MATTHEW L. KAMBIC
Brigadier General
Asst Adj Gen for Army

/s/

JEFFREY L. TANNER
President
AFGE Local 3970

Date: 8 February 2006