

Townhall Question and Answer Session

9 April 2009, Akron-Canton, Ohio

1. Q: Can a Soldier accrue more than the 5 cumulative years under USERRA?

A: If your orders are Global War on Terrorism Orders, the clock stops.

2. Q: Is the National Guard working on a way for temporary technicians to get back into their temporary employment after a deployment?

A: As a temporary technician, it is your first goal to find a permanent full-time position. Temporary technicians are temporary employees and are not guaranteed a permanent job.

3. Q: If there is a facility safety issue not taken seriously by your immediate supervisor, what is the protocol for taking the problem up the chain of command in this situation?

A: If something is unsafe, you are responsible to make sure your chain of command is aware of this danger. If you can't, you should contact the safety office or anyone at your higher headquarters to relay the message for you.

4. Q: What is the main difference between permanent and indefinite technicians?

A: Unlike permanent employees, indefinite technicians can be released at anytime as long as they have a 30-day notice. Otherwise the benefits and entitlements are the same.

5. Q: What is the status of NSPS?

A: Indefinitely on hold, there is no expectation that we will implement NSPS anytime soon.

6. Q: Why can't Army Technicians get Tri-care Reserve Select?

A: Tri-care select will probably not be available anytime soon. Only a well-coordinated effort of lobbying and informing our congressmen will make this initiative successful.

7. Q: How does the union help get health benefits?

A: The union represents our employees' concerns regarding health benefits with congressmen.

8. Q: Why are technicians not allowed to get a bonus?

A: Being in the military is part of technician employment requirements. Bonuses are used as an incentive to keep traditional soldiers in the National Guard. Technicians are required to stay in the National Guard to keep their jobs so they do not need any further incentives.

9. Q: Is a technician mechanic required to hold a mechanic position in his or her unit if he or she has multiple MOS's?

A: There is a compatibility table from NGB posted on [TAGNET - HRO - Technician Personnel Regulations] that shows which MOS's are compatible assignments. There are flexibilities in place, such as in surface maintenance, that allow technicians to be assigned

anywhere in the state as long as they are in a compatible MOS. The four components of compatibility are 1) Military Membership, 2) Unit of Assignment, 3) MOS/AFSC and 4) Military Rank. If you have questions regarding your compatibility status please contact HRO at x7051.

10. Q: Are we working toward full retirement after 20 years of service for technicians?

A: No. We are working on reducing the retirement age, but not for immediate retirement after 20 years. The Ohio National Guard could not afford to pay that much in retirement.

11. Q: Does my time as a temporary technician count toward the probationary period if I am hired on full-time?

A: When you are a temporary and you can convert to permanent, if the occupational series is in the same or in the same occupational series family it can count towards the probationary period. However, your supervisor can request an extension of your probationary period in some circumstances. This time will count towards your tenure if served concurrently with a permanent appointment.

12. Q: What if you change jobs during probationary period?

A: The time you worked would be considered time served within agency for tenure but may not count towards your probationary period as described in the previous question.

13. Q: With regard to current onboard technician hiring/ promotions, is there any way to dedicate a person to focus on these tasks to speed up the process?

A: This is not always HRO's fault. There has been a large amount of turn over in the HRO, however it does take time to do the majority of these tasks and the job packets are prioritized by closing date.

14. Q: If a soldier (technician) wants to re-enlist into the active duty military, will USERRA still apply?

A: Yes, a technician will still have five cumulative years of USERRA protection.

15. Q: Do temporary technicians get appraisals?

A: No. Supervisors are highly encouraged to counsel all technicians appropriately, however.

16. Q: How do technicians earn Comptime? Are they eligible for time and a half pay, comptime and a half, or is there a choice between them?

A: Technicians earn comptime on an hour for hour basis. There are no foreseeable changes to this program. Comptime must be approved by two levels of supervision prior to it being accrued.