

Ohio National Guard Executive PEC Minutes
5 July 2006 0800-1200

Location: HRO Classroom

Attendees: MG Wayt-TAG, MG Feucht-ATAG Air, BG Kambic-ATAG Army, Col. Baylor-ESSO Air, COL Faber-COS Army, E. Dean Boling-Deputy Director for Resources, Mr. Tanner-AFGE 3970 Pres., Mr. Shafer-Sec/Treas., Mr. Brill-VP, Mr. Sims-VP, Mr. Dickison-VP, Mr. Dohrmann-VP, Mr. Byington-VP, Lt. Roche-Facilitator

<u>Item</u>	<u>Purpose</u>	<u>Time</u>
1. Previous Minutes Minutes of 16 March 2006 meeting reviewed and accepted by consensus vote	Update	0800-0810
2. Service PEC's The Army PEC was cancelled due to schedule conflicts. BG Kambic and Mr. Tanner met one-on-one to review issues. The Air PEC met 18 May 2006	Update	0810-0820
3. L-M Training An agenda for 1-day Labor/Management Partnership Orientation training was reviewed and accepted with minor changes. This training is designed primarily for Partnership Council members to familiarize them with approaches to Labor Relations, Interest-Based Bargaining, and Partnership Meeting Management and Facilitation. Supervisors or others involved in the L-M process may attend as space is available. It will be conducted by the Labor Relations Specialist and AFGE 3970 President. A schedule will be developed to provide the training ASAP.	Update	0820-0830
4. Website A format for the website is developed. It will contain the Collective Bargaining Agreement, PEC Policy Letters & Information Papers, Calendar, and Minutes for each council. An open domain site has not yet been established. The LR Specialist will make an appointment with COL Faber to work out the issues.	Update	0830-0840
5. NSPS NSPS is being implemented in DoD Spiral 1.1 organizations for non-bargaining unit employees only in the areas of Classification, Pay, Staffing and Performance Appraisals. The Federal Courts have set aside the Adverse Actions and Appeals sections, and enjoined the Labor Relations component of the program. The National Guard is not scheduled for implementation until October 2007. As of last word, NGB Training on NSPS had been suspended until further notice. The HRO will monitor and provide training to the leadership group when it is released.	Update	0840-0850
6. Pandemic Flu Plan The working group has submitted a draft Continuity of Operations Plan (COOP) to the Governor's office. AFGE 3970 President has been a member of this working group. Issues that affect labor include maintaining staffing levels based on a potential 40% reduction in	Update	0850-0900

staffing, restructuring work to minimize disease transmission and continue essential business functions, and ensuring adequate depth in essential business functions. CD Copies of the draft COOP will be made to allow for review, comment and revision.

Break 0900-0910

7. **Energy Conservation** Discuss 0910-0935

Ron Gooch, Energy Manager for the Adjutant General's Department, presented an update of energy conservation initiatives. These include projects to upgrade equipment, alternative fuel and heating sources, audits to track expenditure of utility costs and energy usage, and methods of obtaining funding. Although he is a single source for these concerns, Mr. Gooch primarily works on with the Army because the Air Wings have Civil Engineers who work these issues locally. The group has asked him to come to the Service PECs and provide them with similar information. Mr Gooch can be reached at (614) 336-7199, DSN 346-7199, or Ronald.gooch@oh.ngb.army.mil.

8. **Hiring Procedures & Process** Discuss 0935-1010

The group reviewed standard labor-management procedures for job announcements, interview teams and hiring. The group agreed that these procedures and our overall commitment to open communication and collaboration are key parts of eliminating actual or perceived pre-selection at the local level.

The three elements of labor-management collaboration are as follows:

- 1) A commitment to opening the area of consideration (AOC) to all on-board technicians of the particular service within the state. If there is a valid management reason for restricting or widening the AOC, then management will discuss those reasons with labor. There is nothing to restrict a discussion of other aspects of the announcement, to include length of time, rank, or other qualifications.
- 2) Labor will be present on bargaining unit hiring boards to ensure fairness and transparency in the process. Labor leadership will identify which labor representative will sit on the board, and management will give adequate notice to labor to coordinate.
- 3) If a selecting official overturns the recommendation of an interview panel, that official must reconvene the panel and discuss the reasons for that decision. To avoid this, it is recommended the selecting official serve on the panel.

Refer to CBA Article VII, PEC Policy Letters 05-02 and 05-05, and the "Official Guide to Interviewing and Selection"

Break 1010-1020

9. **Service PEC Metrics** Decide 1020-1200

The JPEC considered the following issue utilizing the Interest-Based Bargaining process:

What are the measures to assess the effectiveness of the Labor-Management Partnership?

The JPEC identified its interest as stated in Article I (e) of the CBA:

"We agree that a periodic assessment of the partnership must be performed to determine if there is need to modify our structure, procedures, or goals. We support the development of a

joint evaluation program, to be developed and administered by the Partnership Executive Council. This evaluation program must assess the effectiveness of the partnership process on the labor-management relationship within the organization, as well as assess the effect of the partnership process on military readiness, delivery of services, and individual quality of life in the organization.”

It was agreed that any solution had to meet the following standards:

- Feasible
- Beneficial
- Acceptable
- Does it enhance collaboration?

After brainstorming and then evaluating options, the following assessment areas were agreed upon:

- Full Membership and training status
- Membership Training – LM Orientation Training, Facilitation (SQA)
- Regular Meetings – [at minimum] Quarterly as per co-chairs with updates to track issues as follows:

Item #	Date Submitted	Description	In Process / Complete / Cancelled	Level of Resolution
1				

- Communications tools in place
 - Minutes published and distributed within 15 days
 - Webpage - in development
 - Periodic self assessment – referred to subcommittee (members to be named)
 - Perception of effectiveness locally
 - Perception of effectiveness at other levels
 - Awareness of the L-M partnership processes by the workforce

It was also agreed to issue the Service PEC Expectations Information Paper prior to the next meeting

Next Meetings:

ARPEC Aug 17, 0800-1100
 APEC Aug 17, 1300-1600
 JPEC Sep 21, 1300-1600

Verified by: For Management

For Labor

 GREGORY L. WAYT
 Major General
 The Adjutant General

 JEFFERY L. TANNER
 President
 AFGE Local 3970

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