

JPEC Minutes
11 March 2009, 1300-1600, Classroom #2, Beightler Armory

Attendees:

JPEC Members: MG Wayt-TAG, MG Kambic - ATAG/Army, MG Feucht-ATAG/Air, COL Faber-COS, LtCol. Schnulo- Director of Staff-Air, Col Bartman-180th, Col Stephens-179th, Mr. Tanner-AFGE 3970 Pres, Mr. Shafer-AFGE 3970 Sec/Treas., Mr. Wille-VP/Surface Maintenance, Mr. Wayble-VP/178th, Mr. Dohrmann-VP/180th, COL Ore-HRO, 1LT Scott-LRS

A quorum was present.

<u>Item</u>	<u>Purpose</u>	<u>Status</u>
1. Previous Minutes The minutes of the March 2008 JPEC were distributed and briefly reviewed. No changes were recommended.	Review	Accepted
2. Service PEC's ARPEC and APEC minutes were reviewed without changes. Metrics of the partnership councils statewide were reviewed.	Update	Accepted
<ul style="list-style-type: none">• Service and Local PECs are meeting as required. Cancelled meetings are being rescheduled.• Issue 178-06-07, LPC Issue Tracking, the LPC can close this issue. LRS will update the metric accordingly.• Issue 180-07-05, CUT Training, this issue has been in discussions for 2 years. The LPC needs to review the CUT program to see if changes need to be made. All agreed that this is not an Air PEC issue. The LPC will address the issue and update it in their minutes accordingly.• Issue AASF2-06-02, Running Track, this issue is in progress. Plans are being drawn to build a running track and the expectation is construction will begin next year.• JPEC-07-01, Hiring Training, a recommendation was made to update the guide to interviewing and selection instead of training all employees that sit on boards. HRO will put together a team to rewrite the guide and publish statewide. (See Parking Lot items in these minutes)• JPEC-08-01, PT Policy, members discussed the boundaries of this policy and the challenges in implementing and enforcing the policy. The policy changed from three days per week to five days per week. The issue needs further clarification on the impacts of this policy as it relates to Worker's Compensation claims. The LRS will seek clarification from OWCP and the JAG.		

- The Army PEC always addresses safety issues and made significant advancements in applying funding and resources towards resolving issues. The Army PEC is addressing issues with energy conservation and new facilities and is continuously successful in completing appraisals. Town hall meetings scheduled for 2 and 9 April to address Army PEC initiatives and the labor management partnership.

3. Overdue Appraisals Update Accepted
 Council members reviewed overdue appraisal metrics. Wing CC's noted that they are not receiving the overdue appraisal reports. HRO will coordinate with DPs to ensure the reports are provided in a timely fashion. HRO will provide up to date appraisal data for each JPEC meeting in the future.

4. Hiring NDS Employees with the DEU Discussion Open
 The LRS provided council members with an information paper on the topic. Background: NGB discontinued services provided by the DEU. Use of the DEU was required to hire new NDS employees. The council discussed whether or not the current merit promotion plan sufficiently addressed the agency's procedures for hiring NDS employees in the absence of a DEU. The JPEC will readdress the issue after receiving answers to the following questions:

- Is there a prohibition against applying for a position within the employee's current FAC code?
- Which position in the agency can be filled by NDS employees? (LRS will provide a list to members during the next JPEC.)

5. Parking Lot Items Discussion Open
 The council addressed the various outstanding items that remain incomplete since the 2007 Symposium. Each items and associated action plan is as follows:

- Develop and publish a guide to hiring bargaining unit positions. HRO will form a group of labor and management officials to update and publish the Merit Promotion Plan. HRO will form a group of labor and management officials to update and publish the Official Guide to Interviewing and Selection.
- Develop and Implement training for Interview and Selection. HRO will incorporate a module for interviewing and selection into the Supervisor's Development Course.
- Meetings with 1st and 2nd level supervisors regarding 2007 L-M Symposium. The Army PEC has scheduled town hall meetings for 2 and 9 April and will use those forums to address the labor-management partnership. Each wing will develop and conduct a similar event. The details of those events will be developed at the next Air PEC meeting.

- LPC and IBB training events. LRS will coordinate with the Quality office to develop and schedule Facilitator/Meeting Management training. This event will include a day of labor-management and IBB training. LPC co-chairs will identify and send a non-LPC member to this training so each LPC will have a neutral party to assist in LPC discussions.
- Update and publish the Technician Handbook. HRO will continue to publish updates and changes to the Technician Handbook and publish those changes to Tagnet and the public HRO web pages. Summaries of those changes will be disseminated broadly by email.
- PEC leadership communications with LPCs. LRS will develop a memorandum to distribute to the LPCs outlining MG Wayt and Jeff Tanner's availability to communicate with LPCs by teleconference. Leadership will be available to provide partnership background and the intent of senior leadership in partnership initiatives.

Next Meetings:

ARPEC	7 May 2009, 1300-1500
APEC	21 May 2009, 1300-1500
JPEC	11 June 2009, 1300-1500

Verified by: For Management

For Labor

GREGORY L. WAYT
Major General
The Adjutant General

JEFFERY L. TANNER
President
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