

**JPEC Minutes**  
**1 July 2010, 1200-1600, La Plaia**

**Attendees:**

JPEC Members: MG Wayt-TAG, MG Feucht-ATAG/Air, MG Kambic - ATAG/Army, COL Faber – Chief of Staff, Col Stephens – 121<sup>st</sup> Wing CC, Col Schnulo- Director of Staff-Air, COL Harris – J1, LTC Rogers – HRO, Mr. Tanner-AFGE 3970 Pres, Mr. Shafer-AFGE 3970 Sec/Treas., Mr. Leimenstoll-VP/180<sup>th</sup>, Mr. Gibson – VP/121<sup>st</sup>, Mr. Wayble – VP/178<sup>th</sup>, Mr. Wille – VP/SMO, Mr. Lykins – VP/Army Aviation, 1LT Scott – LRS, 1Lt Baszynski - Facilitator

A quorum was present.

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| <u>Item</u>   | <u>Purpose</u> | <u>Status</u> |
|---|----------------|---------------|
| 1. Previous Minutes<br>The minutes of the March 2010 JPEC were distributed and briefly reviewed. No comments or requests for amendments were made.  | Review         | Accepted      |
| 2. Metrics<br>The members reviewed the status of LPC and Service PEC meetings. The 178 <sup>th</sup> and 180 <sup>th</sup> LPCs used their assigned facilitators and found their inclusion to be productive for the group. The 121 <sup>st</sup> LPC added one member (Menzies). The LRS will update the metric accordingly. There were no changes to the Issues Metric. There were no changes to the Parking Lot Items metric. The Hiring Guide is not yet complete. Labor and HRO will continue to work on this document. | Update         | Accepted      |
| 3. Parking Lot Items  | Update         | Open          |

Item #2, Update and Publish Hiring Guide, HRO and Labor are continuing work to publish this replacement for the Official Guide to Interviewing and Selection. Suspense: 9 Sep 2010.

Item #8, Train and Assign LPC and Service PEC Facilitators, The following require facilitator training: 178<sup>th</sup> LPC Alternate and 179<sup>th</sup> LPC Alternate. The following require IBB Training: JPEC Primary and 178<sup>th</sup> LPC Alternate.

The following items were added as a result of this meeting:

Item #11, Publish Ohio TPR 430, HRO and Labor are meeting to make changes recommended by the JPEC. Suspense: 9 Sep 2010.

Item #12, TPR 430 Training, HRO is updating the training plan after the JPEC review. Goal is to complete first round of training by the suspense date. Suspense: 30 Nov 2010.

Item #13, FECA Council Charter, HRO is updating the draft charter with the JPEC's suggested changes. Suspense: 9 Sep 2010.

4. Overdue Appraisals Update Accepted  
The Army and Air PECs are both at zero overdue appraisals.

5. Draft Ohio TPR 430 Discussion Open  
Members reviewed the draft Ohio TPR 430, Ohio National Guard Technician Performance Appraisal Program. The members discussed the rationale for continuing on a birth-month cycle for appraisals and reiterated that when the issue was vetted in 2007 the LPC wished to continue the birth-month cycle until specifically required to change to another cycle. Labor and HRO will meet to discuss the possibility of incorporating an appeals process for interim reviews. HRO will coordinate a management team to further develop the supervisory critical element. A complete list of items is attached to these minutes.

6. TPR 430 Implementation Discussion Open  
Members reviewed the draft training plan to implement the new Ohio TPR 430. The group requested further work from HRO and labor to clarify the intended goal of the training. Specifically, what is the training designed to teach employees and what is it not designed to teach employees. The goal is to complete a first round of training by 30 November 2010 for raters and employees. The training dates and locations will be published in advance so as to allow employees to attend the training at an alternate date and location when they're unable to attend a local event. Armory technicians and supervisors should attend the closest event as scheduled. It is highly recommended that a JPEC member be present at each training event to open up the training. A complete list of items is attached to these minutes.

7. Draft FECA Charter Discussion Open  
Members reviewed the draft Federal Employees Compensation Act (FECA) charter and made recommendations. The FECA Council will report to the JPEC and will also include the State Aviation Officer and the Director of Logistics – G4. Further clarification is also needed to identify the objectives of the FECA Council. An updated draft will be presented to incorporate the suggested changes.

8. CBA Review Discussion Open  
The JPEC members reviewed the CBA preamble and agreed that we will proceed into the upcoming negotiations in partnership. Labor expressed concern that outside of the Joint and Service PECs there is an absence of partnership at the lower levels. Specifically, managers at the lower level do not conduct themselves in partnership. Labor and management conducted an article by article review of the collective bargaining agreement to identify articles and letters the negotiating team needs to address in October. A summary of those articles is attached to these minutes.

Next Meetings:

|              |  |
|--------------|--|
| ARPEC        | 8 September 2010, 1330-1530            |
| APEC         | 19 August 2010, 1300-1500              |
| JPEC         | 9 September 2010, 1200-1500            |
| Negotiations | 25-29 October 2010, Mohican State Park |

Verified by: For Management

For Labor

GREGORY L. WAYT  
Major General  
The Adjutant General

JEFFERY L. TANNER  
President  
AFGE Local 3970

Prepared by: 1LT Daryl Scott, Labor Relations Specialist, DSN 346-7049

| TPR 430 Implementation  |  |
|---|--|
| Do we need to assign another working group to address implementation?   |  |
| 1. Appraisal grievance resolution   | <ul style="list-style-type: none"> <li>- Explore appeal process for interim appraisals</li> <li>- Mr. Tanner and HR team will work this process</li> </ul> |
| 2. We have authority to set policy on Supervisory Critical Elements   | <ul style="list-style-type: none"> <li>- Need to clarify/define current policy</li> </ul>  |
| 3. Birth month appraisal cycle will stand until guidance from NGB changes or otherwise found to be insufficient for our purposes. |  |
| 4. Feedback on TPR 430 due to Mr. Tanner and LT Scott NLT 13 July.  |  |
| 5. 1 August – completed appeal process for interim reviews and supervisory critical element examples.                             |  |
| 6. Assure that manner of performance are addressed in the Ohio TPR.   |  |

| TPR 430 Training Plan   |  |
|---|--|
| 1. Add 123 <sup>rd</sup> ACS to the 178 <sup>th</sup> training date when it is determined.              |  |
| 2. Personnel may attend training at other locations if unable to attend the home station training date. |  |
| 3. Complete training by 30 Nov 2010   |  |
| 4. Try to have a JPEC member available to brief trainees  |  |
| 5. Must stress the objective of training prior to the actual event:                                     | <ul style="list-style-type: none"> <li>- How to use the PAA/tools</li> <li>- What we ARE trying to do?</li> <li>- What we are NOT training to do?</li> </ul> |

| Collective Bargaining Agreement Remarks   |   |
|---|---|
| 1. Preamble/Charter: JPEC members agreed with the chart and agreed to proceed into negotiations in the spirit of partnership. |   |
| 2. Articles and letters will all need review for regulatory compliance  |   |
| Specific articles for negotiations  | Art. 3 ADR, Sec. 4: Add “Air Commander”   |
|   | Art. 4: Safety  |
|   | Art. 6: EEO, May require some discussion. No clear guidance from NGB              |
|   | Art. 7: Hiring & Promotion, Will require a walk through                           |
|   | Art. 8: Details & Temp Promotions, Requires discussion, timeline for notification |
|   | Art. 9: Work Schedules, There have been issues                                    |
|   | Art. 17: Smoking Accommodations, Do we need to mention the state law?             |
|   | Art. 18: Union Dues Withholding, Discussion needed                                |
|   | Letter 3: Policy Letter on Military Leave   |
|   | Letter 4: Service PEC Composition   |
|   | Letter 5: Roles and Responsibilities of Interview Team Members                    |
|   | Letter 6: Coordination during Fact-Finding  |