

JPEC Minutes
2 December, 1200-1430, LaPlala Restaurant

Attendees:

JPEC Members: MG Wayt-TAG, MG Feucht-ATAG/Air, MG Kambic - ATAG/Army, COL Harris – Chief of Staff, Col Stephens – 121st Wing CC, Col Bartman – 180th CC, Col Schnulo- Director of Staff-Air, COL Rogers – HRO, Mr. Tanner-AFGE 3970 Pres, Mr. Leimenstoll-VP/180th, Mr. Gibson – VP/121st, Mr. Wayble – VP/178th, Mr. Wille – VP/SMO, Mr. Lykins – VP/Army Aviation, Kathy Gulla – LRS, MAJ Durbin - Facilitator

A quorum was present.

<u>Item</u>	<u>Purpose</u>	<u>Status</u>
1. Previous Minutes The minutes of the 19 NOV 2010 JPEC were distributed and briefly reviewed. No requests for amendments were made.	Review	Accepted
2. Metrics The members reviewed the status of LPC and Service PEC meetings. LPC schedules will be forwarded to Kathy Gulla, LRS and entered into the FY11 metric before the next meeting of the JPEC on 10 March 2011.	Update	Accepted
3. Overdue Appraisals The Army and Air PECs are both at zero overdue appraisals in November. Appraisals will begin being processed through an automated electronic system after this cycle.	Update	Accepted
4. Ohio TPR 430 Members reviewed Ohio TPR 430, Ohio National Guard Technician Performance Appraisal Program. A Labor and Management worked together to make a few changes to the draft policy presented at the October JPEC. All changes were accepted. Training for this policy will be initiated by HRO. The JPEC agreed that the policy will take effect 1 April, 2011.	Discussion	Accepted
5. CBA Tentative Agreement After the 19 Nov 2010 JPEC special meeting Mr. Tanner and his team reviewed the tentative agreement and requested a few changes to the negotiated language. Those changes were reviewed and accepted by a quorum of the management team (Dernberger, Harris, Rogers, Schnulo, Wolfarth, Whitehead) and approved. The changes were presented to the JPEC and accepted. Mr. Tanner will begin the ratification process. Mr. Tanner will send the dates and locations for ratification to the HRO. HRO will send a notification to managers asking for their support as Mr. Tanner travels the state to report on the tentative agreement to union members. Mr Tanner expects to complete the process no later than the third week of December.	Discussion	Open

A Labor/Management Symposium is scheduled for 25 and 26 January 11. The JPEC discussed agenda items which will include:

- Presentation of changes within the CBA (using of COL Boling's slide set)
- L/M Panel from negotiating team for questions
- Emphasis on commitment to partnership
- Schedule of supervisory training about partnership
- Celebrate successes of JPEC/Service PECs and LPC's
- Discussion of issues that came out of negotiation process
- Definition of Pre-Decisional Involvement
- New TAG's vision with regard to L/M relations
- Question/Answer Session

6. JPEC Referrals from Negotiating Team Discussion Open
The negotiating team believes a reward system should be developed to acknowledge partnership efforts by both LPC's as well as individual managers and members. HRO will develop a charter and sponsor a team of 4 labor representatives and 4 management representatives to develop a rewards system and structure for positive partnership. The team will present an update at the next JPEC (10 March 11) and a presentation of their final recommendation at the 16 June 2011 JPEC.

JPEC rejected the suggestion that a Labor Relations Specialist be assigned to every Wing. The cost of this proposal and current staffing allowances do not support this effort.

JPEC would like additional information on the issue of Telework. Specifically, what is the National policy and expectation? The LRS will put together a packet for review for the 10 March 11 JPEC.

JPEC is concerned that EAP is limited for non-dual status employees. Mr. Willie suggested the OPM website as a source for information. It was also suggested that Dr Kaufman be contacted to determine what can be done to assist these employees. HRO will assess current programs and identify any gaps within the J1 program. This analysis will be presented at the next JPEC 10 March 2011.

There is a concern that a Bereavement leave for ONG employees may be restricted by law. Currently Commanders can award up to two (2) days of emergency leave and often do so for bereavement purposes. HRO will research this issue and report back to JPEC on 10 March 2011.

7. Referrals to HRO from Negotiating Team Discussion Open
On 24 January HRO will conduct an offsite meeting to discuss issues referred to it by the negotiating team. HRO will report its results at the 10 March 11 JPEC.

Next Meetings:

APEC	10 February 2011, 0800-1100, HRO Classroom
ARPEC	10 February 2011, 1300-1600, HRO Classroom
JPEC	10 March 2011, 1200-1530, LaPlala Restaurant

Verified by: For Management

For Labor



GREGORY L. WAYT
Major General
The Adjutant General



JEFFERY L. TANNER
President
AFGE Local 3970

Prepared by: Kathy Gulla, Labor Relations Specialist, DSN 336-7475