



**OHIO AIR NATIONAL GUARD**  
HEADQUARTERS 179TH AIRLIFT WING (AMC)  
MANSFIELD, OHIO

5 October 2007

MEMORANDUM FOR Each Individual Listed

FROM: 179 Airlift Wing/CC, AFGE 3970 Vice-President

SUBJECT: Minutes: 20 June 2007 Labor-Management Partnership Committee (LPC) Meeting  
(Note: minutes published 9 Oct 07 due to an administrative oversight.)

1. The meeting convened at 1330 in the Wing Conference Room.

2. Members Present:

Col Mark Stephens – 179AW/CC  
Col Bill Waldron – 179AW/CV  
MSgt Mark Dickison – AFGE Vice-President  
MSgt Thomas Ford – Union Rep  
CMSgt John Liederbach – Management Rep

Excused:

TSgt Leona (Kay) Thomas – Union Rep  
MSgt Dwight Vanover – Union Rep  
MSgt Daniel Denslow – Union Rep  
LtCol Doug Green – Management Rep  
CMSgt John Liederbach – Management Rep

1. Old Business

1.1. LPC Air Wing Instruction 36-201. The new AWI is approved and posted to the Wing Web Page publications section. **CLOSED.**

1.2. Statewide Indoor Smoking Ban (TAG Policy Memo AGOH-HR-06-02). Smoking shelter relocations and signage are ongoing. **OPEN.**

1.3. The union reported that temperature control in Building 102 was generally acceptable. **CLOSED.**

2. New Business

2.1 Report of the Wing Commander

Colonel Stephens presented and briefed the new, web-based Airlift Wing Community of Practice, noting that materials from his 6 June 07 All-Hands Commander's Call were available for review there by all members. He explained that this feature had resulted from the recommendations of a Deliberate Internal Communications Workgroup, formed

to develop action plans in support of the Wing's Strategic Flight Plan objective "to provide members with the information they need." He then turned to the recent decision on the C27-J version of the Joint Cargo Aircraft, explaining that this very positive development cleared the way for procurement to begin. **CLOSED.**

- 2.2. New Procedures for Base Closings. Colonel Stephens announced that new procedures for up channel reporting and coordination of base closings were expected from State HQ soon and that these may restrict the authority of the base commander. Any significant changes bearing on working conditions will be briefed to the LPC. **CLOSED.**
- 2.3. Colonel Waldron briefed that the *Local Labor Partnership Council Assessment* inputs had been compiled and up-channeled. Results are included in these minutes as Attachment A. **CLOSED.**
- 2.4. New Manning Documents. Colonel Stephens briefed issues with the new manning documents that implement BRAC, TFI, and ANG Re-Set changes. There are many "disconnects" and key personnel are working these systematically with the appropriate functionals and agencies. When suitable documents are in place, the OHANG TFI Council, State HRO, and others as appropriate will work through personnel policies as necessary to ensure the fairest possible treatment for all assigned personnel. Chief Hunt and/or other subject matter experts will be invited to the next LPC meeting to provide a status report. **/OPEN.**
- 2.5. Bridge Mission. Tom Ford asked if proposed bridge missions for Mansfield would "knock us out of the running for JCA?" Colonel Stephens remarked that this would only be the case if something better than the JCA was approved, e.g., C-130 Formal Training Unit (FTU) or Foreign Military Sale (FMS) unit. **CLOSED.**
- 2.6. Next meeting. To be announced.

Minutes Approved:

/// Signed /// (5 Oct 07)

MARK L. STEPHENS, Colonel, Ohio ANG  
Commander

/// Approved 9 Oct 07 ///

MARK E. DICKISON, MSgt, Ohio ANG  
AFGE 3970 Vice-President

**Attachment A**  
**179<sup>th</sup> AW Local Partnership Council Assessment Results**

1. My LPC meets on a regular basis.

3 Agree  
3 Somewhat Agree  
1 Somewhat Disagree  
Disagree

2. My LPC has a shared goal or mission that everyone knows and agrees on and is committed to accomplishing.

5 Agree  
1 Somewhat Agree  
Somewhat Disagree  
Disagree

3. When there are differences of opinion, LPC members seek a solution that is acceptable to everyone.

5 Agree  
1 Somewhat Agree  
Somewhat Disagree  
Disagree

4. The LPC regularly reports its progress to all interested parties.

2 Agree  
4 Somewhat Agree  
Somewhat Disagree  
Disagree

5. Committee members listen to one another, often restating the information to be sure it has been understood.

5 Agree  
1 Somewhat Agree  
Somewhat Disagree  
Disagree

6. The LPC develops implementation plans and determines appropriate criteria for evaluating the success of the plan.

3 Agree  
3 Somewhat Agree  
Somewhat Disagree  
Disagree

Comment:

- When action is required, it's agreed upon and documented in the minutes.

7. When a LPC meeting ends, each member is clear about what to do next.

5 Agree  
1 Somewhat Agree

8. My LPC has rules and boundaries clearly identified.

6 Agree  
Somewhat Agree  
Somewhat Disagree  
Disagree

Comment:

- Our new AWI was carefully worked out and is very clear.

9. My LPC uses effective techniques for exploring the possible causes of a problem.

3 Agree  
3 Somewhat Agree  
Somewhat Disagree  
Disagree

Comment:

- Our discussions are good, but are sometimes "positional"

10. The LPC deals with conflict openly and honestly in an effort to resolve it.

5 Agree  
1 Somewhat Agree  
Somewhat Disagree  
Disagree

11. Most of our LPC time is spent on important business.

4 Agree  
2 Somewhat Agree  
Somewhat Disagree  
Disagree

12. Problems/issues are resolved in a timely and efficient manner by the LPC.

4 Agree  
2 Somewhat Agree  
Somewhat Disagree  
Disagree

13. Our LPC members come prepared to discuss and potentially resolve issues on the agenda.

- 5 Agree
- 1 Somewhat Agree
- Somewhat Disagree
- Disagree

14. My agency's leadership views our local partnership councils as:

- 5 An asset to the organization
- 2 A communication forum for the parties
- 1 A necessary function in a unionized environment
- A waste of time

Comment:

- We can't have too many forums at times like these.

15. How satisfied are you with the performance of the LPC?

- 3 Very Satisfied
- 3 Somewhat Satisfied
- Somewhat Dissatisfied
- Dissatisfied

16. The following sentence best describes my LPC overall:

- 4 Our committee is proactive and functions as a problem-solving team
- 2 Our committee is reactive, but resolves many problems
- Our committee seldom resolves any issues
- Our committee is not very active
- Our committee only meets because we have to
- Our committee needs a referee

Comments/Suggestions:

- We've come a long way and we're on the right path.