



**DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS 180TH FIGHTER WING (ANG) (ACC)  
2660 S EBER RD  
SWANTON OH 43558-8752**

09 March 2010

MEMORANDUM FOR 180FW LOCAL PARTNERSHIP COMMITTEE (LPC) MEMBERS

FROM: 180FW LPC RECORDER

SUBJECT: LPC Meeting Minutes for 09 March 2010

1. The 180FW Local Partnership Committee met for a regular meeting on Tuesday, 09 March 2010 at 1330 hrs in the Wing Commander's Conference Room.

2. Members Present:

Belli, Christopher (Representing Management)	Martin, Melissa (Recorder)
Biddle, Gregg (Representing Management)	Noel, Trevor (Representing Management)
Black, Mark (Representing Labor)	Nordhaus, Steve (Representing Management)
Caplinger, Leroy (Representing Labor)	Ogden, Travis (Facilitator)
Cole, Casey (Representing Labor)	Perlaky, Paul (Representing Management)
Dailey, Frank (Representing Management)	Reagan, James (Representing Management)
Leimenstoll, Brent (Representing Labor)	Schnitker, Timothy (Facilitator)
Litton, Jeffrey (Representing Labor)	Zimmerman, Jeff (Representing Management)

3. Members Absent:

Giezie, William (Representing Management)	Lipper, Tambra (Representing Labor)
Kynard, Victor (Representing Labor)	Poitingner, Ed (Representing Labor)

4. Old Business

A. Energy Update – Giezie. LPC had already agreed in a previous meeting to remove this item from the agenda unless an issue arises. Item closed.

B. Late Appraisals – review [current list](#). LPC had already agreed in a previous meeting to remove this item from the agenda unless an issue arises. Item closed.

C. LPC Review – Dailey. [LPC 3 \(Smoking Shelters\)](#) – Rewrite. This action item is tied to item D. See item D for details. **OPEN ITEM (MAY 07)**

D. Repairing Smoke Shacks. New smoking shelters are being delivered 9 April. **OPEN ITEM (APR 08)**.

1. Lipper and Giezie were supposed to report back with a map of the base and locations of where to put the shelters (keeping in mind that the new locations must be “legal” and placed where smoke would no longer be entering the main buildings). This

information would then be incorporated into LPC 3 (item c above). They were not at the meeting to give the information.

2. Also, there was discussion as to whether there should be 2 locations agreed upon for the shelters – one for the ORI (i.e. 50 ft away from the building) versus one during non-ORI times.

3. Since there will be no meeting in April, it was discussed to have the LPC 3 guidance sent out by the co-chairs thru an email vote to the Partnership as soon as possible.

4. Last part of this action item: once shelters delivered and placed, CE will keep/ take away any of the old shelters that are still in good condition to be used for other purposes.

E. Smokeless Tobacco Usage on base – Reagan. **OPEN ITEM (JAN 10).**

1. Noel sent an [email](#) to the LPC from MSgt Lederman with regards to whether or not smokeless tobacco was permitted within the industrial areas per OSHA standards.

2. Questions were raised as to whether this should even be a Partnership issue. Instead, leave it up to the Groups to negotiate with AFGE. Another point: State law only deals with smoking not “chew.” Others stated that this is an OSHA issue and must be enforced because the unit can’t pick and choose which OSHA standards to follow. Yet, points were raised that if we are going to force the smokeless chew issue, then all other OSHA standards need to be followed (i.e. can’t chew gum in industrial areas either).

3. Another issue that was raised was what constitutes an industrial area? If driving a vehicle on the flightline, can personnel chew? If driving a gov’t vehicle to Selfridge, can personnel chew? Thru discussion, it was decided that if in a vehicle within an industrial area (like the Flightline) personnel would not be able to chew.

4. It was discussed that everyone needs to read the email mentioned above and that the Partnership should deal with this issue base-wide. It was decided that since this was an OSHA issue, no local agreement needed to be done. Instead, the co-chairs would send out MSgt Lederman’s guidance to the base populace and do a “culture change.” The email would just state that smokeless tobacco is not authorized in industrial areas (to include vehicles driven within industrial areas) per OSHA regulations. Action item is being left open until next meeting to allow time for the email to be sent out.

5. New Business

A. Personnel changing work schedules frequently – Reagan. The issue was raised as to how many times a year could personnel be allowed to request out-of-cycle schedule requests per [LPC Agreement #8](#)? Currently, the agreement puts no limit. Some employees are changing schedules very frequently for such reasons as to get longer weekends tied to the holidays. Lt Scott down at State was contacted and stated that he felt employees should have set schedules and stick with them and only be changed on a limited basis. Note: It was pointed out that this was just an opinion. LPC 8 was reviewed and the Partnership

stated that paragraph 4 within the agreement left it up to the first line supervisors to approve the requests as long as they could meet mission requirements. It was determined to leave LPC Agreement 8 as written and to close this action item.

B. Requests to work a schedule outside the standard approved schedules – Reagan. The issue was raised as to whether or not employees could work outside of the 3 approved work schedules outlined in paragraph #2 of [LPC Agreement #8](#). LPC agreed that employees could only select from the 3 approved schedules; however, they did stress that paragraph 3 of the agreement allowed the employees to select the hours that they chose to work – as long as the employee worked the minimum core hours between 0900 – 1500 hrs and as long as the supervisor could still sustain mission requirements. Action item was closed.

C. LPC to meet every quarter instead of every month – Nordhaus. It was suggested to start meeting only quarterly to mirror the State.

1. Some members did not concur at first because they were worried that action items would never be closed if the meetings were changed. It was pointed out that the facilitators are helping the LPC to close action items at a better rate. Plus, special meetings could be held as needed (for example: to address ORE issues). To help close action items, facilitators agreed to send out outlook reminders of the meetings/action items; however, co-chairs would be responsible for ensuring that LPC members who were assigned action items actually follow-thru with the issues before the next quarterly meeting.

2. It was also discussed that if moving to a quarterly meeting, the sessions should be made longer (State has their meetings for 4 hrs) and that the [Charter](#) should be updated to reflect the new meeting schedule.

3. Leimenstoll moved to change the [Charter](#) to reflect that the meetings would only be on a quarterly basis (specific months to be determined by the co-chairs) for a 3 hour session beginning at 1300 hrs. Cole seconded. All agreed. The co-chairs agreed that they wanted to have the quarterly meetings in the mid-month of the quarter (Feb, May, Aug, Nov). Item closed.

D. [LPC Agreement 4 – Interviewing – Bargaining Unit](#) (published 31 Mar 09 – review due). Per paragraph 3 of the agreement, LPC has to do an annual review of the agreement. LPC reviewed the agreement. Leimenstoll moved to change the annual review to a bi-annual review (which mirrors how the Air Force is now reviewing all other publications). Nordaus seconded. All agreed. Item closed.

E. [LPC Agreement 7 – CUT Program](#) (published 31 Mar 09 – review due). Per paragraph 7 of the agreement, LPC has to do an annual review of the agreement. LPC reviewed the agreement. Leimenstoll moved to change the annual review to a bi-annual review (which mirrors how the Air Force is now reviewing all other publications). Nordaus seconded. All agreed. Item closed.

F. [LPC Agreement 8 – Work Schedule](#) (published 31 Mar 09 – review due). Per paragraph 10 of the agreement, LPC has to do an annual review of the agreement. LPC reviewed the agreement. Leimenstoll moved to change the annual review to a bi-annual

review (which mirrors how the Air Force is now reviewing all other publications). Nordaus seconded. All agreed. Item closed.

G. The 180FW LPC will reconvene on 11 May 2010 at 1300 hrs in the Wing Commander's Conference Room for a regular meeting.

//SIGNED//  
MELISSA A. MARTIN  
180FW LPC Recorder

Approved as written  
//SIGNED//  
STEVEN S. NORDHAUS  
180FW LPC Chairman

Approved as written  
//SIGNED//  
BRENT C. LEIMENSTOLL  
180FW LPC Vice Chairman