



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

12 April 2011

MEMORANDUM FOR 180<sup>TH</sup> LOCAL PARTNERSHIP COMMITTEE (LPC) MEMBERS

FROM: 180<sup>th</sup> LPC Chairmen

SUBJECT: LPC Meeting Agenda for 12 April 2011, at 1330 hrs in the Wing Commander's Conference Room

1. Members in Attendance:

Steven Nordhaus
Trevor Noel
James Reagan
William Giezie
Christopher Belli
Frank Dailey
Linda Mossing
Joseph Baszyinski
Victor Kynard
Jeff Axe
Paul Perlaky
David Chandler
Jeff Litton
Kevin Boes
George Martin
Joshua Prusakiewicz

2. Members to Attend:

List found on the [180FW Labor/Management CoP](#) under the "LPC Members" folder.

3. Old Business

A. Purchasing Treadmills around Base for PT Program – Noel. It is approved all we need to do is purchase equipment. There is no special restriction per real property as long as it is not long term. Each unit can work with their local labor as to where the equipment will be located. All Agreed. Closed

B. [Night Flying Minimum Manning Requirements](#) – Perlaky/Chandler. Issues with AVFL/APG manning. Currently AVFL has 4 members on night flying would like to change to 5 members. If 5 members ends up being too many people then they reduce.

Reason for change is that debrief may require 2 verses 1. Will re-address at the 19 Jul 11 LPC. OPEN ITEM (AUGUST, 2010).

4. New Business.

- A. Warrior Day on 28 April (Thurs) – Col Nordhaus. Wants to hold a morale-building day.
- a. Get the wing tighter and stronger
  - b. Would give a incentive to turn more jets
  - c. Suggest doing a burger burn once a quarter
  - d. Would give the 59 minute rule on this “down day”
  - e. If we would get behind on fly hours or in maintenance then we would have to postpone.
  - f. Semi-down day- we would have warrior training, also shop time to sit down and discuss with members how they are doing and how are things going, possibly a wing walk/run/bike, possibly family support could also get involved.
  - g. Comments:
    - If we were ahead (flying hours) at the end of the quarter would could plan the down day for the next month, example we were ahead for the 1<sup>st</sup> Qrt so we would have a down day in April
    - Should consider doing the down day regardless once a Qrt
    - If we were already behind and still took a downday we would be even more behind
    - Should be more goal based vs reward base
  - h. Schedule for Down Day discussion:
    - 4 flies done at 1130, however by the time the jets were turned some of MG would still not be able to participate. Suggest no fly on this day so all can participate, otherwise you will have members taking leave verses participating. Comment-no fly would hurt the next quarters hours
    - Suggestion: make it the goal to have a no fly day with the option of flying if needed, could discuss at the fly schedule meeting the week prior to the down day.
    - All agreed no fly on 28 April base on previous quarters fly hours, will re-discuss at the next LPC-Open
    - End of Duty day would be 1631 for those members on 4-10s
      1. In the am would be uniform of the day
      2. Lunch-1145-1300 (civ clothes)
      3. 1300-1400-informal “how you doing” at the shops
      4. 1400-EOD-organized PT
      5. 0645-1130-IMR stats stuff, medical, ADLS training –all agreed
      6. Meet back at the pavilion for drinks/snacks and dismissal
    - Lunch Funding-3 \$ per person?? We don’t have enough funds to completely fund, Col Nordhaus will look into more options may have to be on a volunteer only basis.

B. MXG Night Flying Shift –

- a. Briefing from Lt Col Ortiz:
  - Present challenges
  - Reviewed MC rates with nights and prior to night shift
  - Reviewed daily fly recap for FY11
  - Future Considerations
- b. Night Shift Pros
  - Weapons and Avionics gains
  - Aircraft availability
  - Possibly gained sorties
  - Larger fix window
- c. Night shift Cons
  - Stress on the day shift
  - Effective manning (qualifications)
  - Friday loss of effectiveness
  - Quality of life
  - Short manning on nights
  - Scheduled based on nights
- d. Discussion:
  - Considering 6 jets always ready to fly was the mission of the night shift. Are we truly gaining by having a night shift? Is it worth the stress on the day shift being so short handed?
  - Yes it does help, the jet may not fly first thing in the morning however progress happens faster because of the work accomplished at night.
  - Night shift personnel are given instructions on what needs to happen at night, it is a good concept it just needs some tweaks.
  - Are there better options? Night shift affects people's lives.
  - There have been conversations with all night shift members and they are all volunteers all said being on nights was ok, only 2 members said it was ok but could tell they would rather be on days.
  - Optimum is to have a 4 by 4-certain missions require different amount of jets.
  - If at the EOD we can't fix a jet we always cancel and if they become available the next day we try and add them back in.
  - Some day's night shift benefits the days and sometimes it doesn't. We are kinda robbing Peter to pay Paul here. We have fewer members on days to have members here at night.
  - We have more manpower now then we had in 2006
  - Are we losing aircraft at night? Answer-no
  - Sounds like we are overall gaining by having a night shift may not see it the very next day. There are many variables (mods etc) to really tell if there is any gain.
  - We should all care about how to best use our resources and also take care of our members. We did discuss last meeting on changing the hours of the

night shift members what happened with that? Answer- we discussed this with the members and they did not want to change their hours.

- Do we rotate who is on nights to share the pain?
- Was Friday a helpful maintenance day? Yes and we lost Friday workers to go on the night shift.
- Can we take those on nights and move them to a T-F schedule? This would be fixing jets 5 days a week.
- Night shift has not impacted the energy conservation program.
- Could we force a T-F work schedule according the AFSCs needed? Would that be easier than forcing a night shift?
- Forcing a T-F would impact energy conservation as right now there is no heat or air in any buildings on Fridays.
- Currently there is no expectation of customer service on Fridays.
- Should we try a T-F work schedule for three months instead of continuing nights?
- Suggestion the T-F guys could be a hardfix team
- Should we allow those on nights the 1<sup>st</sup> option to move to the T-F schedule? Comments: We did have the sunset clause with the night shift. All agreed the option to move to T-F should be by seniority.
- Management would like to discuss T-F shift with supervisors prior to the LPC making a decision.
- Group review pros and cons list from night shift and compared to working a T-F schedule instead. T-F schedule would either eliminate all cons or they would become NA.
- Next step: Bring back to MG to establish requirements for a T-F work force and set goals and standards for the shift.
- LPC will meet the last week in April to re-address. All agreed thumbs up, 1 thumb sideways that they would end night shift as planned and MG will bring back options/alternatives 26 Apr 2011.

C. Two Year Review – [LPC Agreement 4 – Interviewing – Bargaining Unit \(20090331\)](#).

- a. All agreed to push to the next LPC

D. Two Year Review – [LPC Agreement 6 – Earning of Comp Time \(20090414\)](#).

- a. All agreed to push to the next LPC

E. Two Year Review – [LPC Agreement 7 – Cross Utilization Training \(CUT\) Program \(20090331\)](#).

- a. All agreed to push to the next LPC

F. Two Year Review – [LPC Agreement 8 – Work Schedule \(20090331\)](#).

- a. All agreed to push to the next LPC

G. Red Cross Donation – Kynard. TSgt Lowinski wants to know if LPC will approve holding an additional “Dress Down Day” gate collection to donate to the American Red Cross and International Red Crescent to help with the humanitarian efforts in Japan?

a. All agreed to discuss at the 26 Apr 11

H. Next meeting: Regular meeting for Tuesday, 19 July 2011 at 1330 hrs in the Wing Commander's Conference Room.

//SIGNED//

AMY RODRIGUEZ, MSGT  
Recorder, 180FW/MSG

Approved as written

//SIGNED//

TREVOR O. NOEL  
Management Chairman, 180FW/LPC

Approved as written

//SIGNED//

VICTOR T. KYNARD  
Labor Chairman, 180FW/LPC