



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

21 July 2011

MEMORANDUM FOR 180FW LOCAL PARTNERSHIP COMMITTEE (LPC) MEMBERS

FROM: 180FW LPC RECORDER

SUBJECT: LPC Meeting Minutes for 14 July 2011

1. The 180FW Local Partnership Committee met for a regular meeting on Tuesday, 14 July 2011 at 1330 hrs in the Wing Commander's Conference Room.

2. Members Present:

Axe, Jeffery (Representing Management)	Kynard, Victor (Representing Labor)
Baszynski, Joseph (Facilitator)	Litton, Jeffrey (Representing Labor)
Belli, Christopher (Representing Management)	Managhan, Jeffrey (Representing Management)
Black, Mark (Representing Labor)	Martin, George (Representing Labor)
Caplinger, Leroy (Representing Labor)	Martin, Melissa (Recorder)
Chandler, David (Representing Labor)	Nordhaus, Steve (Representing Management)
Dailey, Frank (Representing Management)	Perlaky, Paul (Representing Management)

3. Members Absent:

Boes, Kevin (Representing Labor)	Mossing, Linda (Representing Management)
Giezie, William (Representing Management)	Prusakiewicz, Josh (Representing Management)
Hollingsworth, Chuck (Representing Labor)	Reed, Scott (Representing Management)

4. Old Business

A. Night Flying Minimum Manning Requirements – Perlaky/Chandler. LPC reviewed the minimum manning requirements needed for a night flying shift. All approved the numbers found in [Attachment 1, Minimum Manning Requirements](#). To fill these positions, supervisors would first ask for volunteers (positions selected based on seniority if more people volunteer than what is needed). If enough people do not volunteer, supervisors would then be able to direct personnel to work the shift based upon reversed seniority. **Note:** These numbers are minimum requirements. If the supervisor has additional volunteers that want to work that shift, he/she can allow the volunteers to work that shift if there are mission requirements/needs/work that can be accomplished. Also, if the mission requirements change, minimum number requirements will be worked by supervision and labor at the lowest level and only brought back to LPC if that level couldn't come to an agreement. LPC voted to put this guidance into an "agreement." Once the "agreement" is written, it will be reviewed one final time for accuracy and then officially published. **OPEN ITEM (AUGUST, 2010).**

B. Two Year Review – [LPC Agreement 6 – Earning of Comp Time \(20090414\)](#). LPC reviewed this agreement for accuracy and currency. All agreed that no changes needed to be made. Approved current. Item closed.

C. Friday Maintenance Production Days – MXG Working Group. **OPEN ITEM (APRIL, 2011)**. Axe read over the “draft” proposal found in [Attachment 2](#) which has the Working Group’s recommendations on how to expand the maintenance window without impacting quality of life.

Key topics from this proposal discussed were:

1. Quick Turns – It was discussed to start having quick turns scheduled once a week (instead of just once a month) to be held on Wednesdays. On these days, it leaves the rest of the afternoon for maintenance to get accomplished.

LPC all agreed and approved to have this start as soon as possible.

2. Comp Time – On Wednesdays, Maintenance can plan to offer 2 hours of comp time to those who volunteer. With this being a “quick turn day,” the extra comp time will allow for a greater amount of maintenance to get accomplished. When needed, supervisors will let Security Forces know that the gates need to stay open until 1930 hrs. Col Nordhaus will notify Security Forces that this has been approved.

LPC all agreed and approved to have this start along with the quick turns. LPC also agreed that if there are other days that need additional maintenance done to help FMC rate – supervisors could offer comp to volunteers to work as well. Security Forces would have to be notified and Col Nordhaus would then approve the request.

3. SUTAs – What about scheduling more personnel to work SUTAs to have these drill days be utilized as effective maintenance days? No decision on this subject. Item open.

4. Better Flying Schedule – Sections like WPNS are having to wait until the last minute because of all of the scheduling problems. The scheduling changes are becoming the norm and are wasting valuable time. It was noted that once the new OG/CC starts – both the OG/CC and MXG/CC will be able to work together to make the schedule more efficient.

5. Friday Maintenance Production Day

- Do we put the minimum manning requirements into an Agreement? Do we modify LPC 8 with this? Without the numbers written in guidance, supervisors won’t have any way to direct a certain number of personnel to have to work Fridays. If we re-word LPC 8, should we just modify paragraph 4? Can’t we just ask for volunteers to work Fridays?
- Minimum numbers of 38 – needs reviewed by MSG/Squadron Commanders if you are expecting positions from their sections manned for support on these days.
- If directing people to work, will we have to give them Customer Support in sections such as COMM, Finance? Some thought that they would just work that support on

the other days. Others felt like it should be offered on that day – since it was a directed-work day.

- It was also clarified that this “production day” won’t affect people from earning comp on Fridays.
- Can people be directed based on skill-set needs (i.e. engine run qualified, etc) to work this shift or do we look at it as “a WG-12 technician” is qualified – the same as any other fellow “WG-12 technician” within that shop? Yet, the effectiveness of the day will be hindered without certain qualified positions available.
- LPC looked at the current FMC rate ([see Attachment 3](#)) to stress the need for this.
- It was also stressed that the heating/cooling/energy plan would be modified to ensure key areas were properly temp controlled for this production day.
- LPC will reconvene for a special meeting to continue this discussion. Item open.

5. New Business.

A. Smoking Shelter by Building 127 (i.e. Avionics) needs moved – Nordhaus. Smoking shelters can’t be within 50 feet of Munitions. Current location of this shelter is too close to the munitions traveling out to the line. Suggestion has been to move the shelter to the South side of the building – across the road/parking – to the grass area. Personnel would have to put hat/shirt on and follow customs and courtesies to get there. LPC pointed out that the sidewalk south of the AGE building is considered a “no hat zone.” For those who don’t want to put their shirt/hat back on, they could walk the path south of AGE and use the shelter by the hangar. Since there is this option, it was voted and approved by all to move the AVFL/ACA shelter to the above described location. Item closed.

B. Warrior Goal Day – Nordhaus. Was going to hold the next Warrior Goal Day the first week of August. Would have no fly, lunch, 59 min rule. Will possibly move it to the 2nd week due to the schedule of events for the ORE. Item closed.

C. Night Flying Schedule for next Fiscal Year – Belli. The proposed night flying schedule will be reviewed at the next special meeting.

D. Runway Shutdown Next Year – Nordhaus. Aircraft may have to be moved somewhere for approx. 3 months next year while the runway gets repaved. No location has been locked down yet (i.e. could be Alpena, could possibly have ACA placed at one location and CT-side sent to another). This is just a heads up. More will follow. Item closed.

E. Next meeting: Special meeting for Thursday, 11 August 2011 at 1330 hrs in the Wing Commander’s Conference Room.

//SIGNED//

MELISSA A. MARTIN, OHANG
Recorder, 180FW/LPC

Approved as written
//SIGNED//
CHRISTOPHER J. BELLI
Management Chairman, 180FW/LPC

Approved as written
//SIGNED//
VICTOR T. KYNARD
Labor Chairman, 180FW/LPC

Attachments:

[Attachment 1, Minimum Manning Requirements](#)

[Attachment 2, Friday Maintenance Production Day](#)

[Attachment 3, Current FMC Rate](#)

ATTACHMENT 1
Minimum Manning Requirements

Minimum manning requirements					
Nights	6 X	8 X	Holiday	2 X	4 X
APG	9	11		4	6
MOC	1	1		As needed	
AGE	1	1		As needed	
AIS	N/R				
ECM	N/R				
QA	1	1			
Fuel	2	2			
Egress	1	1			
E/E	2	2		1	1
Pneu	1	1			
Warehouse	1	1			
MSS	1	1			
POL	2	2		1	1
MUNS	3	3			
AVFL	5	5		2	2
Engine	2	2		1	1
NDI	1	1		1	1
Crash	1	1			
Tool Crib	1	1			
Weapons	5	5			
Structural	1	1			
OPS	2	2		1	1

180 MXG Workday Working Group LPC Proposal

Version: 1.0





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1 EXECUTIVE SUMMARY

In early May, 2011, a Working Group was formed to address concerns regarding the health of the 180th fleet. This group was tasked by the Wing and Maintenance Group Commanders to develop strategies that will, “widen the maintenance window without significantly affecting the quality of life of the full-time force.” In its first meeting, the Workday Working Group (WWG) developed the following charter...

“Through partnership, develop an action plan for effectively extending the maintenance window in order to increase aircraft availability to Ops and the overall Mission Capable Rate while ensuring a balance between mission requirements and individual quality of life. “

While originally tasked with and focused on developing ways in which to maximize maintenance on aircraft outside of the flying window, the result of the WWG will likely be a much broader, more effective initiative that will not only address the optimization of down-time maintenance but will also help strengthen communication, productivity and esprit de corp throughout the 180th Fighter Wing.

This proposal consists of a number of in-house and base-wide initiatives along with the formation of an effectively resourced Friday production day, utilization of SUTAs for training and additional maintenance and, potentially, designated comp days for maintainers to clear up old code two write-ups on mission critical assets. These suggestions range from quick wins to complete departure with current paradigms. Buy-in from the top, down is vital to the success of these initiatives and, more importantly, the future of the 180th Fighter Wing. This is an opportunity to bring the unit closer to realizing its vision of becoming, “The best fighter unit in the world.”



2 INTRODUCTION

2.1 WWG Background

The WWG is composed of a diverse group of representatives throughout the maintenance community. The viewpoints of managers as well as bargaining unit members were represented. The group also benefited from input from a number of career fields. The following individuals participated in the working group:

1st Lt Baszynski (Lead)	SMSgt Brown (AVFL)	MSgt Boes (Production)
CMSgt Boyer (ACA)	MSgt White (Production)	TSgt Copic (NDI)
CMSgt Hartle (WPNS)	MSgt Perlaky (Fuels)	TSgt Prusakiewicz (AVFL)
SMSgt Watson (APG)	MSgt Nihart (Phase)	
SMSgt Axe (Phase)	MSgt Chandler (APG)	

The WWG met weekly with the exception of one or two meetings due to mission requirements. Meetings began with an objective, review of the agenda and opening comments. While meetings were conducted in a fairly open format, members ensured that all discussions and comments brought the group closer to meeting its charter. It is likely that this meeting format allowed the group to develop a proposal that spans far beyond its original charge.

2.2 WWG Focus

As stated in the Executive Summary, the primary focus of the WWG was to increase the maintenance window while avoiding significant negative impact to individual quality of life. Also important to the group was ensuring that all proposals align with Collective Bargaining Agreement guidelines and appeal to the common sense of all members. As the group progressed through the analysis and improvement phases of the proposal process, the scope of the focus increased to include cross shop/unit communication, supply discipline, prioritization of maintenance, and a number of other critical aspects of effective maintenance and organization.

2.3 Purpose of forming the WWG Proposal

The intent of this proposal is not only to increase the fleet MC rate but, to also change the way the all Unit members view their role in meeting the 180th mission.

It is hopeful that the recommendations within this document will take effect in the near term. However, the WWG does not advocate brashly implementing these recommendations without ensuring a smooth, successful transition. The buy-in of all stakeholders is paramount to the success of these initiatives.

2.4 Governing mandates

The guidelines set forth in the Collective Bargaining Agreement and LPC Eight will be used to ensure that this proposal is employed in the best interest of partnership and the unit's full-time technicians and AGRs. Specifically, ample time will be given prior to a change in work schedule to ensure that individuals can continue to meet their personal and family needs. Additionally, these documents will assist supervisors and labor representatives in determining which individuals will be directly affected by a schedule change if there are not enough volunteers.



2.5 Acknowledgements / Credits

The WWG Lead would like to thank each of the Working Group members for their critical thinking and candor during this important process. Without their expertise, dedication, and team work, this proposal would not have been possible. The character of these individuals is what makes the 180th an outstanding unit. The support and confidence of unit leadership also played a tremendous role in the WWG's success. In addition, the working group received valuable feedback from individuals throughout the 180th community allowing conversation and decisions to be focused on and in the best interest of the total force.

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3 METHODS AND ASSUMPTIONS

3.1 Alternative Solutions

A number of alternative work schedules and potential solutions were discussed throughout this process. These options fueled valuable discussion and provided key elements for the group's final proposal. The following alternatives were discussed:

Tuesday – Friday, Four Tens

Monday – Thursday, Three-Hour delayed arrival (i.e. 0945-2030)

Wednesday – Saturday, Four Tens

Standard Night Shift (1600 – 0245)

Five Eights

Five Eights with delayed arrival (0945 – 1830)

While each of these options are potentially viable alternatives and would provide opportunities to increase the maintenance window, none met the charter more closely than the group's final proposal. Some options fell short due to personnel shortfalls while others could possibly create significant quality of life issues for affected individuals. The key to measuring each alternative was determining how well mission requirements and quality of life could be balanced.

3.2 Benefits

It is expected that the 180th will experience a number benefits from the implementation of the components of this proposal. Through effectively resourcing an additional production day, the unit will gain eight to ten hours of, non-fly maintenance per week without drastically affecting the flying schedule. This additional maintenance will lead to higher MC rates, reduced down times, higher Flight and Maintenance Scheduling Effectiveness, and a more predictable maintenance plan. In addition to these quantifiable benefits, the unit will likely see improved communication across the base, greater synergy throughout the wing as well as improved morale in both the full-time and traditional force. All of these factors bring us closer to becoming, "The best fighter unit in the world."

3.3 Major assumptions

There are a few, very key factors that will be vital to the success of this plan. First, it is imperative that Friday remain solely a production day. Flying, other than in support of civil events, should be avoided at all cost to ensure that the additional day produce the maximum, long-term affect. Secondly, the support and buy-in of all key players from wing leadership to specialists is critical. This is achieved through clear communication of goals and expectations as well as ensuring that all decisions and actions align with these goals and expectations. Additionally, shop supervisors will require the ability to direct work and adjust work schedules within reason and in accordance with the CBA and LPC Eight to meet personnel requirements for an effective production day.



4 SENSITIVITIES, RISKS, AND CONTINGENCIES

<Identify key parameters and conditions that impact the investment decision. Present potential contingent actions that could mitigate the uncertainty. Identify how such uncertainties impact the analysis and investment decision

Link spreadsheet sensitivity or simulation charts or tables if they clarify the decision process. Also consider using a decision tree if it aids in understanding the alternative solution uncertainties..>

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5 RECOMMENDATIONS AND CONCLUSIONS

Recommendation 1: Extending the Maintenance Window

To address the need for additional down-time aircraft maintenance, the WWG recommends employment of an effectively resourced Friday production day. It is suggested that managers be allowed to identify shop requirements and capabilities for supporting an additional production day. It is also suggested that managers have the leeway to resource the production day through utilizing LPC – approved work schedules (i.e. five eights or four tens). In the case that shops do not receive adequate volunteers to support this initiative, individuals will be directed based on seniority.

Identified Shop/Personnel Requirements

APG – 4	MUNS – 4	Sr. Super – 1	QA – 1
AVFL – 4	Tool Crib – 1	Pro Super – 1	Analysis – 1
WPNS – 4	Structural – 1	Add'l Super – 1	Orderly Room – 1
E/E – 2	Machinist – 1	ENG – 3	Fuels – 2
NDI – 1	MOCC – 1	AGE – 1 or 2	Expediter – 1
P&S – 1	Supply – 1*	POL – 1*	

* Requirements outside of MXG

The second suggestion in regards to providing the unit with additional maintenance opportunities is to begin utilizing SUTA's for training and maintenance. SUTA weekends provide ample opportunity to bring jets up to status without competing with the flying schedule. This could potentially provide an additional 16-20 hours of maintenance per month.

Additionally, the WWG recommends scheduling quick turns during UTA weekends when possible. Quick turns on Saturday of UTA will provide an additional half-day of maintenance outside of the flying window and could have a significant impact on the post-UTA flying schedule.

The WWG would like to submit as an idea, designated "Comp" days during which individuals could earn Comp Time if conditions warrant extra hours. Along with this suggestion, the Working Group believes that it is incumbent upon shop supervisors to ask for volunteers to stay over if doing so will save a sortie during the next flying day.

Recommendation 2: Communication

Effective and constant communication between individuals, shops and Groups is critical to meeting the 180th mission. This theme was a constant throughout the WWG planning process. The WWG is suggesting that unit leadership re-emphasize the importance of fluid information flow from the top down as well as cross-organizationally throughout the Wing. From specialists relaying task status through the expediter to Ops and Maintenance communicating mission requirements and limiting factors, the importance of effective communication cannot be overstated.

Maintenance and Ops have already taken steps to improve communication through initiating a 1630 production meeting to discuss aircraft status and Ops requirements for the next flying day. This has helped to alleviate tail swaps and missed training opportunities. It has also provided each entity with valuable insight regarding their counterpart's needs and assumptions.

Recommendation 3: Fly the Schedule



PROJECT XXX BUSINESS CASE TEMPLATE

COTS Toolkit

Phase:

Doc Version: 1.0

Deviations from the flying schedule are a significant concern for members of the WWG. This is an issue that has been voiced on numerous occasions by members of both Maintenance and Operations. The key to establishing a sound flying schedule is effective communication during the weekly, monthly and quarterly flying scheduling meetings. It is vital that all critical areas are represented at each of these meetings and that these individuals be prepared and empowered to ask questions, raise concerns, and make decisions regarding their sections ability to support requested assets.

<Provide recommendations based on the analysis above. Discontinue investment, select one of the identified alternatives, or defer decision pending additional information or changes in business or market conditions.

Identify any specific actions that are recommended to ensure that risks and uncertainties are effectively managed throughout the implementation process.>

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Status



Aircraft

20 on station

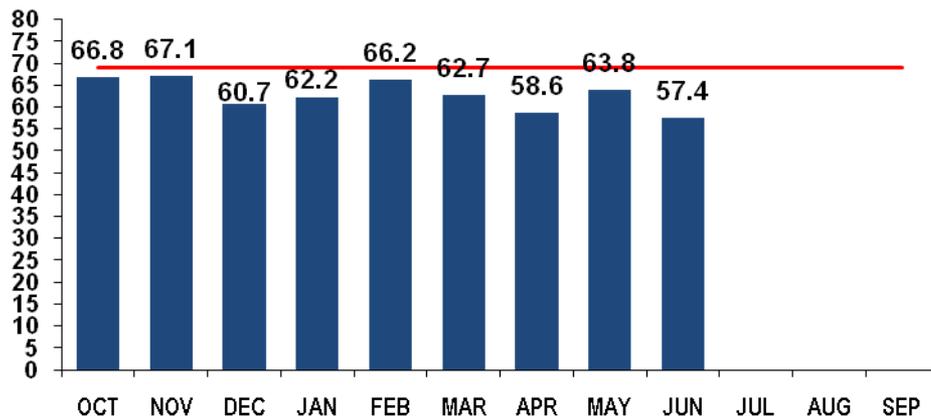
MC Rates

C model = 58.5%

D model = 67.8%

C & D = 58.9%

ANG Goal = 69%



Other Significant Issues

085 @ Depot (RTB 19 Jul 11)

165 @ Depot (RTB 26 Aug 11)

051 - Wing Change



Guarding America – Defending Freedom

