

**APEC Minutes**  
**17 Aug 2006 1300-1600 Location: EMA Room 204**

Mission: To transform labor-management relations from confrontation over rights to collaboration on achieving improved Military Readiness, Public Service, and Individual Quality of Life

Attendees: MG Feucht, BG Botchie, Col. Baylor, Col. Lohnes, Col. Stephens, Col. Bartman  
Col (Ret) Boling, Mr. Tanner, Mr. Shafer, Mr. Dohrmann, Mr. Dickison,  
Mr. Sims  
Facilitator: 1<sup>st</sup> Lt. Roche

**Item**

**Purpose**

1. Previous Minutes Information  
Discussion: Lt Roche provided a thumbnail sketch of the last APEC meeting, 18 May 2006 and distributed original Partnership ground rules.  
Conclusion(s): Minutes accepted without changes  
Action Item(s): N/A
  
2. LPC Update Information  
Discussion: Lt Roche summarized recent meeting dates and topics from Air LPCs.  
Conclusion(s): n/a  
Action Item(s): n/a
  
3. Hiring Procedures & Process Discuss  
Discussion: Labor brought forward a list of jobs that had not been coordinated with the union prior to being sent to HRO for announcement. Labor is concerned that some selecting officials are not following the coordination procedures and subsequently faulting the union for delays in filling positions. Management is concerned that the area of consideration be fully understood by selecting officials, that the procedures for concurrent announcements be fully understood by selecting officials, and that management should have a better view of when a job announcement has not been properly coordinated, and if any trends have been identified.  
Conclusion(s): The group discussed the Collective Bargaining Agreement and PEC Policy Letter 05-02, which require labor coordination prior to announcement when a bargaining unit position is to be announced other than to onboard technicians of the applicable service. It was clarified that we seek to advertise all jobs as concurrent unless the position is a Cat 1 AGR position. If the position is for an open Technician slot, but no open AGR resource, we would seek to open the job to Technicians statewide and to AGR's within the Wing to allow AGRs to apply and take the AGR resource with them into the position. Conversely, if there is an open AGR resource but no technician resource, we would seek to advertise the position statewide to AGRs and to technicians within the Wing.  
Action Item(s): HRO will revise the process for requesting a fill to ensure greater visibility on the issue. Requests by selecting officials who do not properly coordinate jobs will be held by Labor Relations (or, in his absence, the Technician Manager). Wing Commanders will be

advised if a trend for problems with coordination is identified within their Wing. A list of labor contacts will be distributed. The viability of developing training events or materials on how to complete a request for fill will be reviewed by HRO.

## **Break**

4. Energy Conservation Discuss  
Discussion: Mr. Ron Gooch discussed his role as Agency Energy Manager. Mr. Gooch addresses issues of systemic energy consumption. He is responsible for conservation initiatives primarily on the Army side of the house, but would like to work with the Air units to assist their efforts as well. This year he expects a shortfall in the Federal utility budget, as opposed to the State budget shortfall from last year. Initiatives under consideration to reduce consumption include: no heat/no cool periods, water tank temps at 120 degrees, reduce light usage, consolidate refrigerators and turnoff monitors & peripherals when not in use.  
Conclusion(s): The cost of energy requires a continuing focus on conservation  
Action Item(s): Mr. Gooch will get in contact with Wing Civil Engineer counterparts.

## **Break**

5. PEC Expectations Discuss  
Discussion: Draft Information paper reviewed in total. As written it sets forth a series of general standards for operating in partnership and identifies the Services PECs as responsible to ensure the LPCs within their purview meet the standards.  
Conclusion(s): No changes.  
Action Item(s): Communicate to the JPEC that the paper is satisfactory to APEC for publishing.
6. ANG LPC Training Discuss  
Discussion: The 1-day training for L-M Orientation has been developed and a class is scheduled for 23 August in the HRO Classroom at Beightler. L-M Relations, Collective Bargaining Agreement Provisions, IBB and Meeting Facilitation included. At issue is to ensure all LPC members are trained prior to supervisors or other interested persons.  
Conclusion(s): A current roster of all LPC members and their training status is needed.  
Action Item(s): Lt Roche will send an all-call to the LPCs for current member information.
7. Communications Strategy Discuss  
Discussion: The Partnership website is planned to be built as a hidden page off the Ohio National Guard public home page by DOIM. Estimated time of completion is 21 Sep 06.  
Conclusion(s): Concept and timetable are acceptable.  
Action Item(s): LR will follow-up on implementation.

## Next Meetings:

JPEC	Sep 21, 1300-1600
ARPEC	Nov 16, 0800-1100
APEC	Nov 16, 1300-1600: Update on Budget issues requested

Verified by:

For Management

For Labor

HARRY W. FEUCHT  
Major General  
Asst Adj Gen for Air

JEFFREY L. TANNER  
President  
AFGE Local 3970

Date: 24 August 2006

Prepared by: 1<sup>st</sup> Lt Dan Roche