

Air PEC Minutes
2 October 2007
0900 - HRO Classroom

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, LtCol Schnulo, BG Botchie, Col Lohnes, Col Stephens, Col Bartman
Mr. Tanner, Mr. Shafer, Mr. Dohrmann, Mr. Sims
Facilitator: Capt Roche

<u>Item</u>	<u>Purpose</u>	<u>Status</u>
1. <i>Previous Minutes</i> Minutes from the 7 May 2007 meeting were reviewed and accepted	<i>Information</i>	
2. <i>LPC Metric</i> The metric as posted to the website (www.ohionationalguard.com/partnership) was reviewed online. 121 st minutes for Sep 07 have yet to be included. LPC meetings at the 180 th have been fewer than normal due to deployments. All LPCs have meetings scheduled for October. Item #s 121-06-08, 178-07-04, 178-06-06, and 178-07-04 were identified as closed. IBB training is scheduled for 7 Nov 2007.	<i>Updates</i>	
3. <i>JPEC Items</i> Performance Appraisal Cycle request for evaluation from the LPCs was sent out by the APEC co-chairs. Responses are expected from the October LPC meetings and will be evaluated in turn by the APEC at the November meeting. Technician performance appraisal status will be a standing agenda item. Hiring Issues related to PPL 07-05 will be reviewed in the APEC as a standing agenda item.	<i>Update</i>	<i>Ongoing</i>
4. <i>AOC and Resource Allocation</i> The issue was to clarify questions about the availability of resources and the impact on job announcements. Resource allocations are owned and managed as wing assets. When a position opening does not have a true AGR vacancy, it has been the practice to announce it so that AGRs within the wing could post for the job and bring the resource along with them. This practice is subject to case-by case analysis. AGR resources have also been shared among the wings and with state HQ based on personnel management considerations. In these instances, individuals have been asked to certify the possibility of the resource prior to interview.	<i>Discussion</i>	<i>Closed</i>
5. <i>Traditional members as Selecting Officials</i> The issue was clarified to highlight concerns about issues when traditional members participate in full-time interview boards, especially as board president. It was agreed that it is often valuable to use traditional members on hiring boards. However, difficulties can arise based on the availability of the traditional member to attend interviews or feedback briefings to unsuccessful applicants. It is preferable to have the entire selection available to give feedback briefings as within hours or days of the decision. It was also noted that traditional members may not be fully conversant with our hiring procedures. The discussion focused on building awareness of the pros and cons of the issue.	<i>Discussion</i>	<i>Closed</i>
6. <i>CBA Review</i> The Annotated CBA and PEC Policy Letters (PPL) were reviewed in their entirety. Copies of the annotated documents and Col Boling's briefback to the JPEC will be circulated among the Air PEC members. Ratification of the contract is complete. The CBA will be forwarded to FAS for DOD approval.	<i>Update</i>	<i>Closed</i>

Changes to the CBA include clarified procedures in the case of non-selection or lack of consensus on hiring boards; LPC membership on Safety Councils; and the elimination of the ideal candidate statement in the hiring process. More information will be issued through HRO relating to hiring processes.

7. Items from MG Feucht

Information

Closed

Wing CC's are highly encouraged to conduct town hall meetings with the local AFGE VP to communicate items of interest, including Total Force Initiatives, to the workforce with a united voice.

This should be part of our ongoing partnership dialogue between Wing CCs & VPs.

The interests and concerns of the OHANG regarding missions, BRAC and TFI have been presented to SAF/IA and given a favorable hearing.

Resources are being pursued to improve our ability to provide additional high stress career field UTC's.

The equity of current man-days allocation procedures is being discussed with NGB. It will be argued that states which meet recruiting goals should be given a higher percentage of man-days than those that do not.

Recruiting and retention goals for overall numbers as well as females and minorities are to be a topic for next meeting.

Additional Comments

LtCol Schnulo and Mr. Tanner plan to visit LPC meetings in the near future, dates TBA.

Mr Tanner requested everyone consider their local training needs in light of the new CBA

It was noted that Wing CCs have not been receiving analysis sheets from EEO Review. The LRS will follow up and ensure that practice is being continued.

Taskers

- Technician Performance Appraisal Status a standing agenda item - LRS
- Hiring issues related to PPL 07-05 (consensus or non-selection) a standing agenda item -LRS
- Energy Reduction an agenda item for next meeting –LRS / Energy Conservation Rep
- Local Safety Councils to include LPC representatives per contract –each LPC
- Forward signed CBA to FAS for approval –LRS
- Recruiting and retention update briefing – CMSgt Wes Smith
- Wing Town Hall Meetings – CCs & VPs
- EEO Analysis Feedback to Selecting Official - LRS

Next Meetings

APEC	1100-1300	2 Nov 07	HRO Classroom (box lunches)
JPEC	1430-1630	20 Dec 07	HRO Classroom

For Management

For Labor

/s/

HARRY W. FEUCHT, JR.
Major General
Asst Adj Gen for Air

/s/

JEFFREY L. TANNER
President
AFGE Local 3970

Date: 5 Oct 2007