

ARPEC Minutes
17 Aug 2006, 0800-1100 Ohio 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: COL Faber, COL Ashenhurst, COL McHenry, COL Hall, COL Tack,
Col (Ret) Boling, Mr. Tanner, Mr. Shafer, Mr. Brill, Mr. Byington, Mr. Schmitt
Facilitator: 1st Lt. Roche

Item

Purpose

1. Previous Minutes Information
Discussion: Lt Roche provided a thumbnail sketch of the last ARPEC meeting, 28 Feb 2006 and distributed original Partnership ground rules.
Conclusion(s): Minutes accepted without changes
Action Item(s): Lt Roche to set calendar appointments for upcoming meetings.

2. LPC Update Information
Discussion: Lt Roche summarized recent meeting dates and topics from Army 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 procedure and subsequently faulting the union for delays in filling positions. Management is concerned that selecting officials may not be fully aware of their responsibilities; that the process of requesting a fill doesn't clearly identify when labor coordination is required; and that selecting officials may not know who within the union to contact for coordination.
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. When a valid management reason leads management to want to expand or restrict that area of consideration, management must contact the union and openly discuss those reasons in an attempt to build understanding and to allow the union an opportunity to voice any concerns. At that time, the expectation is that the management and union officials will come to agreement on the area of consideration. If they are unable to do so, the issue may be presented to the HRO for resolution. We also have an established norm of announcing jobs for 30 days, so there is also an expectation that a deviation from that norm would be for a valid management reason. It was agreed that the majority of jobs are properly coordinated.
Action Item(s): The November 2006 ARPEC will be a panel forum held at Rickenbacker. Procedures for requesting a job announcement will be briefed at the AO Workshop 24 August 2006 by AFGE President and LR. 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), who will inform COL Faber of the issue. A list of labor contacts will be distributed. The viability of developing training events or materials (flowchart) on how to complete a request for fill will be reviewed by HRO.

Break

4. Energy Conservation Discuss
Discussion: Mr. Ron Gooch provided a presentation of OHARNG Energy Conservation initiatives. Mr. Gooch addresses issues of systemic energy consumption. 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 invited to AO Readiness Workshop, Nov 2006.

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 ARPEC for publishing.
6. ARNG 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. All L-M trainings must get visibility from top leadership in order to kick off the course with proper emphasis.
Action Item(s): Lt Roche will send an all-call to the LPCs for current member information. Lt Roche will also directly contact COL Faber prior to scheduling local training to obtain command emphasis.

Break

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. A memo from BG Kambic and Mr Tanner will be drafted for the ARPEC page. Estimated time of completion is 21 Sep 06.

Conclusion(s): Concept and timetable are acceptable

Action Item(s): Draft memo for co-chairs. Website status report is due to COL Faber by 10 Sep 06.

Next Meetings:

JPEC Sep 21, 1300-1600

ARPEC Nov 16, 0800-1100: Town Hall meeting at Rickenbacker desired

APEC Nov 16, 1300-1600

For Management

For Labor

MATTHEW L. KAMBIC
Brigadier General
Asst Adj Gen for Army

JEFFREY L. TANNER
President
AFGE Local 3970

Date: 24 August 2006

Prepared by: 1st Lt Daniel E. Roche