



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS 121 AIR REFUELING WING (AMC) (ANG)
7370 MINUTEMAN WAY
RICKENBACKER AIR NATIONAL GUARD BASE OHIO

14 July 2010

MEMORANDUM FOR 121 ARW

FROM: 121st ARW/LPC

SUBJECT: Local Partnership Committee (LPC) Meeting Minutes

1. Individuals present for the 14 July 2010 LPC meeting:

Bill Alford	Robert Clark	Leslie Miller
Mark Miesse	Joe Cook	Tom Calhoun
John Gibson	Dan Gladman	Wayne Fuller
Don Bateson	Charles Holloway	John Schmitt
Mark Hoppes	Paul Menzies	
Scribe – Mary Betty Caudill		

2. Hand-outs:

- LPC Meeting Agenda
- Updated membership list, attendance records, contact information, LPC training records

3. Agenda items included:

- Training LPC Leadership
- LPC Charter Revision
- New LPC Co-Leaders
- Open Discussion

4. LPC Leadership Training – Final schedule is 28-30 July in the Red Tail Dining Facility, 0800-1600 daily. Members should wear civilian clothing. Members contributed \$5.00 to cover the cost of coffee/refreshments. There are compatibility issues with the electronic version of the Franklin Covey software and our local area network. Essentially, the software does not work with our standard desktop configuration. While we will continue attempting to resolve this, we will proceed with purchasing workbooks for the class. After the training, LPC members will have an opportunity to receive additional products from Franklin Covey. **CLOSED ISSUE**

5. LPC Charter Revision – Because the LPC membership is, in part, based upon union membership, we cannot have AGR members as part of our LPC. AGRs are prohibited, by law, from even the appearance of union organization. We revised the LPC Charter to remove reference to the inclusion of AGRs on the LPC. We also added the 121 ARW Commander as an

adjunct member. The revised LPC Charter is attachment 1 to these meeting minutes. **CLOSED ISSUE**

6. New LPC Co-Leaders – John Schmitt and Charles Holloway will be the next LPC Co-Leaders. **CLOSED ISSUE**

7. Open Discussion – John Gibson briefed the issues evolving from the recent Joint Partnership Executive Council (JPEC). NGB TPR-430, covering technician performance appraisals, has been revised and will be implemented in the near future at Rickenbacker. All technician employees will receive training on the changes to the appraisal system. Bargaining Unit Agreement negotiations will take place the last week of October. Employees should review the current agreement and submit concerns/desires to John Gibson. Our LPC information is now located on the 121 ARW Community of Practice (CoP). This was the first meeting for new LPC member Paul Menzies, an employee from our Aircrew Flight Equipment shop.

10. The next LPC meeting is 11 August 2010, 1400L, in the Wing Conference Room.

//SIGNED//

MARY BETTY CAUDILL
Scribe

Approved as written

//SIGNED//

BILL ALFORD
LPC Co-Chair

//SIGNED//

JOHN GIBSON
LPC Co-Chair

Attachment

121ARW LPC Charter (14 July 2010)

**121st Air Refueling Wing
Ohio Air National Guard
Rickenbacker Int'l Airport
Labor/Management Partnership Committee**

14 July 2010

Statement of Philosophy

We, a coalition of representatives from management and labor within the 121st Air Refueling Wing, Ohio Air National Guard, believe that by joining in partnership to address issues of personnel policies or practices and conditions of employment, we can achieve delivery of higher quality service to the citizens of Ohio and the American people. Because we believe that extraordinary effectiveness as an organization can only be accomplished when the ideas of individuals are valued and each segment within the organization seeks to understand and accommodate the interests expressed by others, we recognize the legitimate role of labor and management in the collaborative identification of problems and crafting of solutions. Acting on this belief, we mutually resolve to form a partnership committed to improving the open communication of ideas and to promoting the values and principles of partnership in the Ohio Air National Guard.

PRINCIPLES OF PARTNERSHIP

The Commander, 121st Air Refueling Wing, and AFGE Local 3970 enter into this partnership to enhance the effectiveness and improve the quality of life of the workforce at Rickenbacker Air National Guard Base. In this regard, we will act to achieve a labor-management partnership based on the following principles:

SECTION 1. MISSION OF PARTNERSHIP

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

SECTION 2. GOALS FOR PARTNERSHIP

We are committed to achieving the following goals:

- To create a culture of mutual trust and respect among managers, labor representatives, supervisors and employees.
- To promote empowerment in achieving organizational goals.
- To institutionalize a process for joint identification of problems and the cooperative development of solutions to enhance readiness, improve services and promote individual quality of life.

SECTION 3. STRATEGY TO ACHIEVE PARTNERSHIP GOALS

a. We agree to form a local Labor/Management Partnership Committee to be composed of eighteen members. Nine of those members will represent AFGE 3970 and nine members will represent management. The 121 ARW Commander is an Adjunct Member of the LPC and is welcome to participate in all LPC events. This committee speaks with a single voice and consequently, issues presented to the committee will not be approved without collaborative agreement from all members present. Meetings will not occur without a minimum of three representatives from labor and three representatives from management. This committee will have the responsibility and authority to develop and initiate action plans to achieve the partnership goals of the state collective bargaining agreement.

This committee will function as the principal forum for management and labor collaboration on issues that have application at 121 ARW and GSU's. Although the mechanics for operation of this committee will be determined by the committee, all decisions of the committee will be derived through consensus of the committee membership.

b. The Partnership Committee will commit to joint training in partnering skills and seek to employ those skills and techniques in their problem-solving sessions. The State Executive Council will develop a training assistance program to provide essential partnering skills to partnership committees. The skills training will focus on consensus problem-solving and facilitation techniques. Fundamentals of Quality Air Force will be followed to the greatest extent possible.

c. We agree to the development of communications that will regularly provide information on partnership initiatives and successes to the entire 121 ARW workforce, as well as to the State Partnership Executive Council.

d. The consensus decisions reached by our group shall answer, to the extent possible and before they are issued as recommendations by the Partnership, all four of the following questions:

- **Is it the truth?**
- **Is it fair to all concerned?**
- **Will it build good will and better friendship?**
- **Will it be beneficial to all concerned?**

e. We agree that a periodic assessment of the partnership must be performed to determine if there is a need to modify our structure, procedures or goals. This evaluation program must assess the effectiveness of the partnership process on the labor-management relationship within the organization, as well as assess the effect of the partnership process on military readiness, delivery of services and individual quality of life in the organization.

f. Members of the Local Partnership Committee make a valuable contribution to the success of our organization. Their service is done on a volunteer basis. The Partnership shall emphasize the importance of the member's service by recognizing members upon their departure from the partnership. Individual recognition will be an agenda item during the LPC meeting immediately following the departure of a committee member. Recognize the departing member as determined by the Partnership at the earliest opportunity, most likely the next Partnership meeting after the appropriate recognition has been determined.

LPC GROUND RULES

- Everyone participates.
- Give respect. Every contribution is valuable.
- Listening is important – one person speaks at a time.
- Speak for yourself (“I statements”) – unless representing others.
- No *zingers*, put-downs or cheap shots about other’s ideas.
- Open disagreement is okay.
- Share all relevant information.
- Make decisions by consensus.
- Maintain confidentiality.
- Go if you must – But agree to support group consensus actions done while you were gone.
- Have Fun. It’s okay to enjoy the process.