



**DEPARTMENT OF THE AIR FORCE
HEADQUARTERS 180TH FIGHTER WING (ANG) (ACC)
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SWANTON OH 43558-9645**

September 25, 2007

MEMORANDUM FOR 180TH LOCAL PARTNERSHIP COMMITTEE (LPC) MEMBERS

FROM: 180th LPC RECORDER

SUBJECT: LPC Meeting Minutes for September, 2007

1. The 180th Local Partnership Committee met for the regular meeting on Tuesday, September 11, 2007 at 1400 hrs in the Wing Commander's Conference Room.

2. Members Present:

Mark Bartman (Representing Management)
Mark Black (Representing Labor)
Jeff Brubaker (Representing Management)
Todd Copic (Representing Labor)
Mike Danko (Representing Management)
Mike Dohrman (Representing Labor)
William Giezie (Representing Management)
Mike Haas (Representing Management)
Claudia Jones (Representing Management)
Brent Leimenstoll (Representing Labor)
James Linger (Representing Labor)
Tambra Lipper (Representing Labor)
Melissa Martin (Recorder)
James Reagan (Representing Management)
Amy Whitehead (Representing Management)

3. Members Absent:

Mark Close (Representing Labor)
Barry Fawcett (Representing Labor)
Victor Kynard (Representing Labor)
Michael Masiker (Representing Management)

4. Old Business

A. Election of new co-chairmen – Leimenstoll

Current co-chair assignments should have ended in June but they have stayed on until elections could be held. Brubaker suggested holding elections until the beginning of the new fiscal year. The committee agreed. Elections will be held next month.

Status: Open.

B. LPC7 Cross-Utilization Training (CUT) - Leimenstoll

Will have to revisit this issue next month; he needs to sit down with Reagan to go over the rewrite of LPC7.

C. The following items were still showing as open in past minutes and brought up by the Recorder to find out a current status:

1. LM Training – Danko needs the newer training primarily in the IBB process.

Result: they will be assigning someone else for the training.

Status: *Closed.*

2. Condensed Work Week Schedule: The proposal was rejected from State.

Status: *Closed.*

6. New Business

A. Energy Update – Giezie

He went over the energy report for the Wing. We went over budget (by \$8,576) with energy spending - the Wing will have to pay for the extra cost. Natural Gas usage was up by 11% but the cost was cheaper; however, electric was more expensive. We are using more energy than what is being budgeted. Smart meters are now installed in buildings which will help us see who is not conserving their energy. Also, windmills will help with energy consumption.

1. Leimenstoll asked if personnel brought in on “man-day status” on Fridays still have to work in the environment with little heat/air depending on weather? Answer: yes. Anyone working on Fridays - no matter what status - will be subjected to reduced energy consumption on Fridays.

2. Danko asked if the budget will increase when we get add'l buildings and add'l missions (i.e. ASA mission)? Answer: yes.

3. Haas mentioned that we should send out an email to remind everyone to conserve energy (turn off lights when not needed, etc.). He said that people are starting to become lax again.

4. Giezie said he needs to get an energy conservation meeting started. Col August had initially begun working this issue awhile ago. This meeting needs to have representation from all work centers.

5. Bartman wants Giezie to brief the energy conservation at the technician meeting and send out an email to all supervisors (per Haas recommendation) about energy conservation.

B. Late Performance Appraisal – Leimenstoll

Tanner wanted the 5 grievances completed. The names were provided by Czop. Of the 5 names they reviewed – 2 were found still open (Stecovich and Chapa). Giezie warned that Czop's

information is not always accurate. Leimenstoll said there should be a policy that Czop has to review the list bi-weekly to make sure that it is kept current.

1. Bartman wanted to go over the list of names. Of the 5 open, all were overdue from June/July appraisals – by 3 ½ months. This info gets briefed at State level. (Currently late: Dane Stecovich, Steve Chapa, Matt Stamm, Lori Cruise (200th), Steve Brunn). Leimenstoll got these names from Czop on the 10th.
2. Leimenstoll - Is there a policy on what happens if supervisors don't accomplish the appraisals on time? Yes - they have to brief the LPC committee. Note: if deployed, supervisors can send a letter to state requesting more time to accomplish appraisals. Should never have late appraisals. MUST BE ON TIME.
3. Danko – who will handle these grievances? Answer: LPC. These overdue appraisals have to be accomplished within the next 2 weeks; otherwise, LPC will have to be called to order and supervisors will have to answer why these appraisals have not been done.
4. It was determined to have a special meeting on the 25th of September if these appraisals are not accomplished. Leimenstoll would email everyone if a meeting needs to be held. Stecovich and Stamm were the only ones that still need to be accomplished.

C. Forced Comp Time – is there such a thing? - Leimenstoll

From the “Scheduled Meeting Notes” dated 6 Sep 07, it was stated “21st, 22nd, 23rd Waiting on support, may have to direct Technicians to work. Waiting for green light.” This has brought up a major issue – can supervisors force labor to work comp time?

1. Reagan stated that if it was mission-essential – they can direct this. Leimenstoll asked what is considered mission-essential? What is allowed to be forced comp time? Bartman said that mission-essential would be situations like ASA, AEFs, State-directed (ex. Sep 30 is a flyby that State is directing us to do).
2. It was brought up that these dates mentioned in the scheduling meeting were cancelled because they could not find enough support to be able to fly. So, since these dates have been cancelled – this drops the issue. Until an actual incident occurs, the committee can't really debate over a situation that hasn't happened.
3. Leimenstoll wanted to define “forced comp time.” Bartman said there was something in the Technician Handbook that states that the Wing Commander can direct mission-essential situations. He also said he will always give notice and not just do things arbitrarily. He stated that the Sep 30 Flyby is State-directed, so, first, they will ask for volunteers and then, if they have to – reschedule work schedules. Jones said that the minutes were being taken out of context and that there is no such thing as “forced comp time.” Haas suggested having someone from Labor sit on the Scheduling Meetings to make sure things don't go against the rules. Then, if there was an issue, it could be taken to the LPC.

4. Correct steps: ask for volunteers; if none, take it to Commander and Partnership to figure out what to do. PLUS, RE-EDUCATE; NO SUCH THING AS FORCED COMP TIME

D. Traffic Safety Rules here in Toledo – Bartman

He read the letter from General Wayt which states that our base is owned by the State (not Federal) so only State laws apply. The State's stance is that you can't enforce any federal regulations onto state property (i.e. you can't be more restrictive than our own laws). We can only recommend to personnel to follow the Safety AFI (91-207). This will cause problems with the IGs/UCI Inspectors who could write us up. A proposal letter was presented to the LPC in which he recommended following AFI 91-207 but that it won't be forced. The LPC agreed to the letter. He would send it out the masses. Note: since our state doesn't mandate that you have to wear motorcycle helmets – our base can't enforce it. The letter will just encourage everyone to be "safe."

E. The Recorder mentioned that she would be given publishing rights to the Portal because of her IM career field. She asked if the LPC wanted her to move the LPC minutes and current LPC policies that were on the 180th FW Intranet onto the Portal under the 180FW page. Black said he would be fine to give up that duty. Giezie told Martin to create an appointment letter and the co-chairs would sign it to allow her to do this.

F. Time Off Award Policy – Bartman

The new "Time Off Award" Policy went away by TAG. There will be no more travel awards – the only time off that exists is for superior performance. Bartman lost that battle with State when he tried to get 150 deploying members their "Time Off Award." The cancellation of this policy was bad timing. The legal view was that this request wouldn't stand up during an OPM audit so they rejected the whole packet submitted to State in April.

G. The 180th LPC will reconvene on October 9, 2007 at 1400hrs in the Wing Commander's Conference Room.

//SIGNED//

MELISSA A. MARTIN
180th FW LPC Recorder

Approved as written
//SIGNED//
BRENT C. LEIMENSTOLL
180FW LPC Co-Chair

Approved as written
//SIGNED//
MICHAEL MASIKER
180FW LPC Co-Chair