

**OHIO AIR NATIONAL GUARD  
HEADQUARTERS, 180TH FIGHTER WING (ANG) (ACC)  
SWANTON, OHIO**

**MEMORANDUM FOR** Listed Personnel

**FROM:** MSG/CCA

**SUBJECT:** LPC Meeting

1. Members Present:

Col Steven Nordhaus
Col Trevor Noel
Col James Reagan
Maj Frank Dailey
MSgt Timothy Schnitker
Lt Col Tim Moses
MSgt Tambra Lipper
TSgt Leimenstoll
MSgt Mark Black
TSgt Casey Cole
TSgt David Chandler
SSgt George Martin
Lt Col Michael Timbrook
Lt Col Bill Giezie

2. Moses briefed ASA mission

3. Leimenstoll briefed:

a. COMM grievance dated 20100826 had appraisal corrected; therefore, the grievance is retracted. Item closed.

b. Grievance during Mini ORI for missed lunch periods dated 20100727

- Leimenstoll submitted grievance on behalf of the local and there has been no retraction on this grievance. Leimenstoll read grievance out loud for group to hear.
- Comments on grievance: How many complaints? Numerous gives the impression that many complaints were made. Define Supervisors. This could have also been military supervision. Has there been any reply to the union that this has been discussed with management? Stating that management accepts responsibility for this and has dealt with this grievance.

Points made:

- 50% of people on the flightline were upset due to no lunch period.
- Everyone was affected by this whether they were in a technician, AGR or traditional guardsmen status.

- We didn't take care of anyone affectively in this situation and we have a responsibility to everyone not just members in technician status.
- A reprimand should not be made public, should be between the supervisory chain. The Partnership has no right to review personnel records. The solution is to make sure this never happens again. We made changes to Team ORI by inviting the union; we need to learn from this issue.
- Some stated an apology is all that is needed and both sides need to meet and discuss the issue. Others stated that the answer needs to be presented to the union for them to vote on if this is an acceptable solution.
- Some stated that management should just admit a mistake has been made – that would be acceptable.
- Can't Leimenstoll accept the resolution for the union if he submitted the grievance in the name of the union? No. Union has to accept it.
- Cole moved to take LPC's resolution back to the Local and see if they would accept the resolution as follows: Nordhaus could brief the Local as to what happened and that this situation would not happen again. It was a mistake and that we have learned from this mistake. Leimenstoll seconded. All agreed.
- Facilitator: Management is offering to discuss with the local if the local approves.
- Nordhaus: This grievance was asking for something we legally cannot give.

#### 4. Revisit the Holiday Season Leave Policy

- Leimenstoll: took back to the local and they were all unhappy.

##### Points:

- We have ASA and we need to take that into account. There has always been flying between Christmas and New Years.
- In the past, we have been allowed liberal leave, and we based flying on the amount of personal we had available to support flying.
- If weather is bad in the beginning of December, we may need to fly in the end of December. The MC rate was bad last Dec and Jan. If there is anyway we can avoid this, once we fall behind, it is almost impossible to catch up. We will look at the schedule and if people can have off, we will give them the time off. Many supervisors do not understand the liberal leave policy. We may not be able to make that decision about leave until we are closer to the holiday. We are doing a 3 turn 3 the week of Christmas and between Christmas and New Years.
- Why can't the supervisors just work it out? That is what is out there now, no liberal leave and supervisors call to work out within the shop.
- Have liberal leave and base flying of of who is here?
- Keep the schedule and have supervisors make the call as to who can have what time off and when.
- When can we worry about quality of live and get some incentives?  
We need to fly the jets when we can. Listening to the brief the ASA commander just gave, we did limit the flying during the holiday season.
- Liberal leave means that there is no expectation of service - this was before ASA. Since we have the ASA mission, this no longer works for our mission.
- OPS needs a 3 turn 3 to meet the ASA mission. Supervisors need to determine what is needed to support this mission. ASA affects this. We can't have pilots non-CMR and we need as many jets on board as possible. If we fail this mission, we fail our people.
- Labor wants the flying schedule determined based on who is available after everyone submits their leave for vacation.

- We already voted on this, so why are we rehashing this decision? Jets are needed for New Orleans, Atlantic Strike and ASA. Supervisors need to make it happen, each areas needs to figure out who and when.
- A 3 turn 3 should be acceptable to everyone.
- People can suck it up and split time off. Majority of everyone wants to support the mission and allow as much time off as possible. It is now different because of the ASA mission.
- Traditional pilots need the holidays to get sorties in.
- The wing is continuing to look at ways to help aide leave approvals by having the flying scheduled be just a 3 turn 3 – if we can possibly get thinner we will.
- Noel moved to re-educate our people as to why this policy is the way it is this year. We need to keep the agreement that has already been made and allow the supervisor to determine holiday time off. Perlaky seconded the motion. All approved.

**Note:** Further discussion occurred and the following statement was approved to be sent out by LPC as 2010 Holiday Leave (emailed by Nordhaus on 10 Nov 2010):

On 9 November, the Partnership met and was briefed by Lt Col Moses on our wing ASA mission. This mission requires both jets and pilots be combat ready for our Homeland Defense Mission 24/7/365. Our wing pilots maintain their combat readiness through CT sorties and the winter months can be very challenging on flying aircraft. Therefore, to ensure military readiness, public service and individual quality of life, the local partnership has agreed to the following leave policy for the 2010 Holiday Season. Supervisors should grant leave to the maximum amount of individuals while still providing the minimal service to operate the wing. Supervisors and individuals need to adhere to the following:

\* During the week of 20-22<sup>nd</sup>, supervisors will plan to have minimal personnel to safely cover CT flying of 3 x 3 (holiday flying; Operations is in the Air Combat Maneuvering Phase - 2 jets verse 1 adversary) and any required maintenance for the week.

\* During the week of 27-29<sup>th</sup>, supervisors will plan to have minimal personnel to safely cover CT flying of 3 x 3.

\* Individuals that want leave during the Holiday Season need to provide their supervisors with a leave request by December 6th. This will ensure maximum flexibility for supervisors to plan and schedule work for the Holiday Season.

//SIGNED//

AMY M. RODRIGUEZ

Acting Recorder, 180FW/LPC

Approved as written

//SIGNED//

STEVEN S. NORDHAUS

Management Chairman, 180FW/LPC

Approved as written

//SIGNED//

BRENT C. LEIMENSTOLL

Labor Chairman, 180FW/LPC