

APEC Minutes
19 December 2011
HRO Classroom

Attendees: BrigGen Bartman, BrigGen Stephens, Col Nordhaus, Col Jones, Col Schnulo, COL Rogers, Maj Zelnik, Mr Tanner, Mr. Gibson, Mr. Dorhman, Mr. Wayble, Kathy Gulla

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

<u>Item</u>	<u>Purpose</u>	<u>Status</u>
1. <i>Review of APEC Minutes</i> The minutes of the last APEC (25 August 2011) were reviewed no changes were requested.	<i>Presentation</i>	<i>Ongoing</i>
2. <i>Metrics</i> The 179 th LPC met first quarter. Mr. Tanner will supply Ms. Gulla with that date. The 179 th LPC is scheduled to meet again 18 January 2012.	<i>Update</i>	<i>Ongoing</i>

Mr. Tanner is working with the 178th to get them interested in LPC membership. Many of the union technicians there are involved in training to support new mission requirements and are concerned about time commitments. Col Schnulo asked if he can meet with union members informally to assure concerns and issues are being addressed. Mr. Tanner was open to such meetings provided a union representative was present.

LPC membership is inaccurate in HRO records and needs to be updated. The 180th will send membership roster to Ms. Gulla. Adjustments to the LPC membership was made on the listing for the 121st and 178th.

3. <i>Bargaining Unit Status</i> Over the years mission requirements have changed at each of the Air Wings. In the interest of PDI, management would like to take a look at manning documents to determine if positions working in national security and intelligence type operations are properly within the bargaining unit. It is management's intent to involve the union in these discussions so that full awareness and input can be gained. Management would also like to develop a methodology for review of bargaining unit positions and would like the union's input into that methodology.	<i>Discussion</i>	<i>Ongoing</i>
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Mr. Tanner believes that the position description is the deciding factor as to whether a position has been identified as bargaining unit or non-bargaining unit and that all members of the ONG engage in some form of national security work. Ultimately the Office of Personnel Management decides on which positions are inside the bargaining unit. The union stated that they cannot be party to an agreement removing the representational rights from employees.

HRO stated that this issue came to light as a result of the 178th new mission assignment. In the analysis of positions assigned to that mission it was determined that exemptions were required

for positions affecting national security. These positions are not identified by OPM nor the job description but by the specific duties being performed by that position. The Labor Relations Specialist position description includes the analysis and determination of appropriate bargaining unit status codes.

HRO will prepare guidance for the Wings so that they may begin to analyze current positions. Each Wing will provide an update as to their findings at the 9 February 2012 APEC. Final recommendations will be prepared for review no later than the 3 May 2012 APEC.

6. *New Business*

Mr. Tanner stated that union officer elections were held in November. No one was nominated for a Vice President position at the 178th, 179th or 180th. These Wings remain without a Vice President.

Next Meetings:

APEC 1300 9 February 2012, HRO Classroom
JPEC 1300 14 February 2012, HRO Classroom

For Management

For Labor

MARK E. BARTMAN
Brigadier General
Asst Adj Gen for Air

JEFFERY L. TANNER
President
AFGE Local 3970

Date: 5 December 2012
POC: Kathy Gulla DSN 346-7475