

**JPEC Minutes**  
**29 May 2007 1300-1600**

**Location: Ohio EMA Room 104**

**Dress: Business casual or uniform of the day**

**Attendees:** MG Wayt-TAG, Dean Boling-DDR/CHRO, COL Faber-COS, Col. Baylor-ESSO, Col. Stephens-179 AW CC, COL Ore-Deputy HRO, LtCol Schnulo-ESSO (select), Mr. Tanner-AFGE 3970 Pres, Mr. Shafer-AFGE 3970 Sec/Treas., Mr. Byington-Aviation VP, Mr. Wille-Surface Maintenance VP, Mr. Sims-VP/178 FW  
Capt. Roche- LRS  
A quorum was present.

<u>Item</u>	<u>Purpose</u>	<u>Status</u>
1. Previous Minutes The minutes of the March 2007 JPEC were distributed and briefly reviewed. No changes were recommended.	Review	Accepted
2. Service PEC's ARPEC and APEC minutes from 7 May were reviewed without changes. The ARPEC and APEC did hold a joint session on 7 May to discuss the required preparation for upcoming Collective Bargaining Agreement (CBA) negotiations. Metrics of the partnership councils statewide were reviewed. Since last meeting each LPC was contacted and 22 previously completed issue items were closed out.	Update	Accepted
3. NSPS An information paper providing an Executive Summary of the National Security Personnel System (NSPS) was reviewed. It was clarified that NSPS is not scheduled to be implemented for bargaining unit members at this time. It is scheduled to take effect 1 Oct 07 for GS non-bargaining unit members. Training for NSPS Conversion will be rolled out in July. It is most important that supervisors and those converting to the new system understand the classification and performance management portions of the system. <i>Action: HRO to develop a training and communications plan for conversion to NSPS</i>	Update	Open
4. Traffic Subcommittee The draft guidance was reviewed and revisions were agreed upon. The subcommittee will finalize the revisions and forward for JPEC concurrence via email. The guidance will be issued as soon as possible. <i>Action: Finalize, obtain concurrence &amp; distribute statewide</i>	Recommendation	Closed
5. Hiring Training An outline of the draft lesson plan for training interviewing teams was reviewed. The lesson plan is being developed as a stand-alone 4 hour training block. Additional revisions are expected. <i>Action: HRO to revise lesson with labor coordination for a final product</i>	Update	Open

## 6. Contract Negotiation

### Discussion

### Open

An overview of a suggested outline for action steps and timeline dates to ensure a new collective bargaining agreement (CBA) is negotiated and approved by the time the current CBA expires in December 2007 was presented for discussion. During discussion of the initial planning assumptions, labor representatives expressed serious concerns about the effectiveness of the current labor-management partnership agreement. A lengthy discussion followed to clarify the concerns, identify issues and assess what impact this should have on planning for accomplishing a new collective bargaining agreement. Although the discussion was extensive and touched on a number of emotionally sensitive issues, the collective labor representatives identified a central theme as the principal source of their concern. This theme was broadly expressed as a common labor perspective that management representatives have not adopted the principal of approaching labor-management issues as a collaborative process. As a result, the labor representatives perceive that many routine issues are becoming increasingly contentious, open communication and pre-decisional discussions are frequently not occurring, and those management officials who refuse to engage in meaningful collaboration processes have not been held accountable. From this perspective, labor asserted that the validity of the labor-management charter and the effectiveness of a collective bargaining agreement based on this charter should be questioned.

In an extended discussion of concerns, all members acknowledged that labor-management collaboration under processes in-place have been successful in the past and continue to achieve significant successes in many areas. It was acknowledged that a primary role of the Executive Partnership Council is the oversight of the operation of the labor-management partnership and it would be important for this Council to fully understand problem areas and commit time to evaluate and provide leadership initiatives or solutions.

A number of topics related to a breakdown of effective collaboration to achieve joint resolution were identified by labor to include safety issues and routine maintenance concerns in ARNG maintenance facilities; coordination and follow-through on advertisement and interview procedures for promotions and new hire positions, particularly in high volume areas such as Surface Maintenance (Army) and the Foreign Military Sales mission at Springfield (Air), and general management cooperation in providing information to labor representatives.

Some specific follow-up actions were identified to begin to address these concerns. An agreement was identified to hold a labor-management meeting regarding safety and maintenance issues related to ARNG maintenance facilities within the next week. Consensus was reached that it was important for these types of issues to be identified in this forum as soon as it is apparent that systems in-place are not effective to avoid undermining the credibility and continuity of the partnership principals and methodology. It was agreed that use of intervention processes has not been effectively used for some time and should be re-examined by this Council as a potential initiative to address some of these concerns. Management representatives re-stated a commitment to the principles of the labor-management partnership charter and agreed to re-address the management culture in areas where systemic problem issues are perceived to exist. Consensus was reached on the need to address the concerns identified at a PEC meeting to be set-up in the near future.

Re-addressing the initial planning assumptions presented for entering into new CBA negotiations, consensus was reached on the following assumptions. 1) The current Labor-Management Partnership Charter is sound and should remain the basis for a collaborative approach to collective bargaining; 2) Interest Based Bargaining should be the methodology used

to complete negotiation; 3) The existing Collective Bargaining Agreement will be used as a baseline agreement for the negotiation; 4) the ground rules established for the last round of negotiations should be used as a model for this next CBA negotiation, i.e., numbers of labor/management representatives, use of alternates, etc.; and 5) An attempt will be made to accelerate the timeline to enter into the CBA negotiation sessions as soon as possible (July-August 2007).

It was agreed that labor and management should begin to identify negotiation team members and collect issues or concerns appropriate for negotiation in the next collective bargaining agreement process. The group tentatively agreed upon the week of 23-27 July 2007 for negotiations. A location for the negotiations has yet to be determined.

*Action: Two-fold: (1) Coordinate a revised PEC agenda to address concerns identified in the preceding labor-management discussion (OPR: TAG/President AFGE/Labor Relations Specialist); (2) Army/Air Management & Labor identify negotiation teams, formulate negotiation issues, establish a firm time frame and location (OPR: PEC members coordinate through Labor Relations Specialists to meet early July suspense dates).*

#### 7. Weather Policy

Update

Open

An outline of the conceptual framework for a weather emergency policy was reviewed. It was stressed that as the National Guard, we must have a policy that serves the organization and achieves the Governor's and TAG's intent maintaining the trust of the people of Ohio. Part of that is recognizing the impact our decisions have on the communities around us, and making responsible decisions.

8. Add on: MG Wayt took a few moments to thank Mr. Dean Boling, Col (Ret), Deputy Director for Resources and Chief Human Resources Officer, for his many years of service and his primary role in creating and maintaining the labor-management partnership since its inception in 1994. Mr. Boling retires at the end of June 2007.

#### Next Meetings:

ARPEC 16 Aug 0900-1100

APEC 16 Aug 1300-1500

JPEC **Special Session TBD**

**Scheduled Session Planned: 20 Sep 1300-1600, Location TBD**

CBA Negotiations **(23-27 July Tentative Dates – pending confirmation or adjustment)**

Verified by: For Management

For Labor

GREGORY L. WAYT  
Major General  
The Adjutant General

JEFFERY L. TANNER  
President  
AFGE Local 3970