



Ohio National Guard Furlough Town Hall Meeting



Ohio National Guard Agenda



1. Senior Leadership Comments
2. Current Furlough Status
3. Rules for Scheduling Furlough Days
4. Employee Assistance Program (EAP) Availability
5. Family Readiness Assistance
6. Union Comments
7. Question and Answer Session

Ohio National Guard Senior Leadership Comments



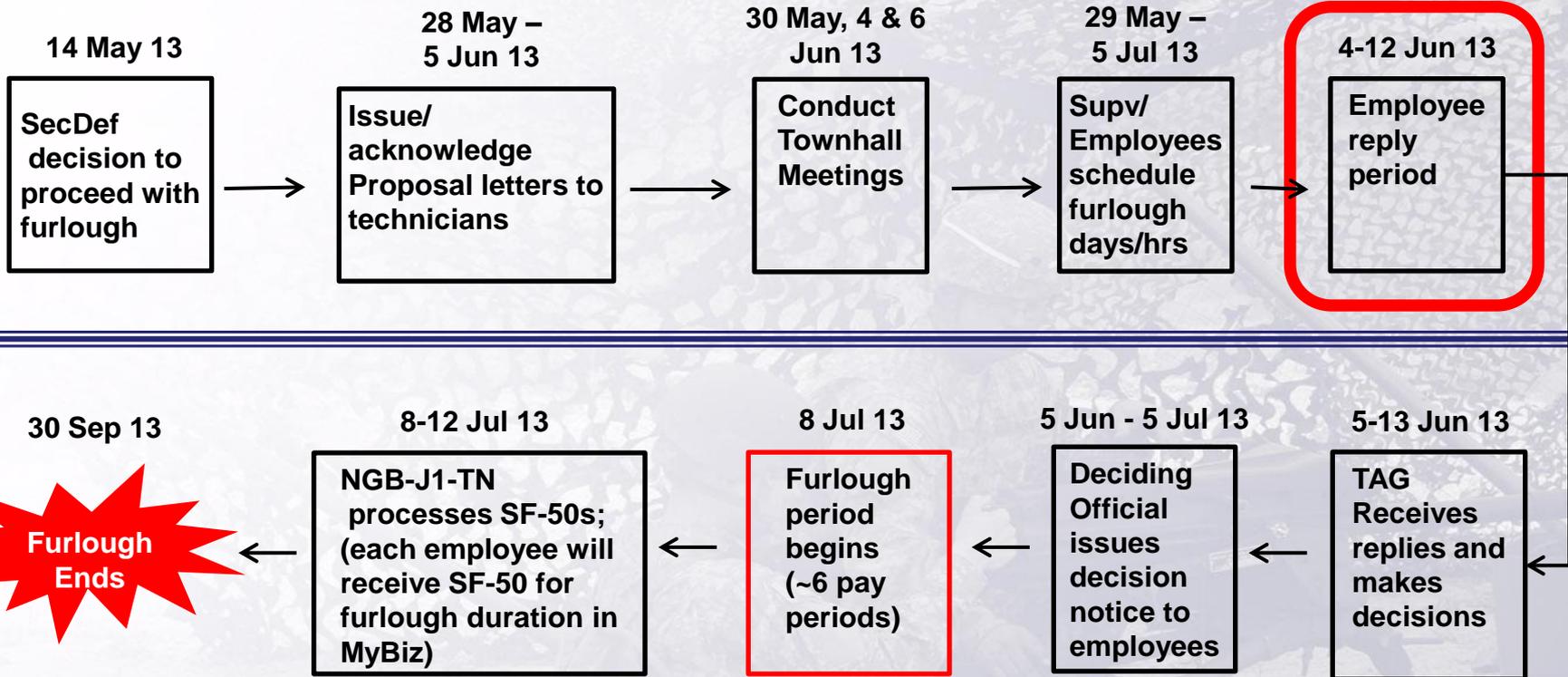
- Budget Control Act of 2011 reduced the Department of Defense (DoD) budget by \$37 Billion
- Results in a \$30 Billion shortfall in operation and maintenance accounts which pay federal workers
- Sec Def requires all DoD Agencies to participate
 - National Guard must also respond to budget cuts
- Intent is to ensure the Ohio National Guard can:
 1. Accomplish its mission
 2. Provide equity across the workforce
 3. Minimize the impact to technicians and their families

Ohio National Guard Current Furlough Status



- 1 March 2013, Budget Control Act of 2011 implemented broad budget reductions in the Federal Government
- 14 May 2013, Secretary of Defense gave notice to begin furloughing the workforce starting 8 July 2013
- National Guard Technicians furloughed for 11 days/88 hours
- Human Resource Office proceeding with implementing a furlough IAW NGB guidance

Ohio National Guard Furlough Timeline



- Employee replies must be in writing, through the chain of command to HRO
- Will consider justification based upon mission criticality
- As all will experience personal hardship, these requests will not be approved

Ohio National Guard Scheduling Rules



- Mission Accomplishment
 - Expect mission degradation to occur
 - Focus on critical functions during scheduling

- Technicians cannot be paid while on Furlough Days
 - Cannot use Annual Leave, Sick Leave, Comp Time, Military Leave, on a furlough day
 - Annual Training or other Military status is acceptable
 - Off-duty employment may be approved by supervisors

- Compensatory Time must be approved by the Army or Air ATAG, as appropriate

Ohio National Guard Scheduling Rules



- DISCONTINUOUS FURLOUGH SCHEDULING
 - Must execute 11 days (88 hours)
 - 8 hours per week; 16 hours per bi-weekly pay period
 - Typically the same day each week
 - Request furlough day with supervisors
 - Supervisors approved based on mission needs and convenience of the technician

DCPS Pay Period	Start Date	End Date	Furlough Hours Required	Holidays
15	8-Jul	12-Jul	0 or 8	None
16	15-Jul	26-Jul	16	None
17	29-Jul	9-Aug	16	None
18	12-Aug	23-Aug	16	None
19	26-Aug	6-Sep	16	Labor Day, 2-Sep
20	9-Sep	20-Sep	16	None
21	23-Sep	30-Sep	0 or 8	None

Ohio National Guard Scheduling Rules



- CONTINUOUS FULOUGH SCHEDULING
 - Executing >8hrs in a week or >16hrs in a pay period
 - Request Continuous Furlough through Supervisor
 - Approval authorities are the Army CoS and Air Wing or GSU Commanders as appropriate
 - Requires technician acknowledge risks in writing
- ALTERNATIVE WORK SCHEDULES
 - Schedule furlough days as 88 total hours
 - Request required hours with supervisor
 - Supervisors may deny alternative work schedules based upon operational need; go to 5-8s schedule
 - Supervisors document reason for denial in writing
 - Return to alternative schedule after the furlough
 - No scheduled workdays > 10 hours allowed

Ohio National Guard

BENEFITS IMPACTS



- ANNUAL & SICK LEAVE ACCRUAL
 - Annual leave accrual impacted at 80 non-pay hours
 - Technicians will not accrue annual leave during the pay period in which you accrue 80 non-pay hours
- HEALTH/LIFE INSURANCE BENEFITS
 - Coverage will not lapse
 - Technician remains responsible for employee portion of premium payments
- THRIFT SAVINGS PROGRAM (TSP)
 - Deductions reduced unless you contribute a fixed dollar amount per period

Ohio National Guard Employee Assistance Program



Federal Technician

EAP Employee
Assistance
Program

Ohio Cares

www.ohiocares.ohio.gov

1-800-761-0868

Military OneSource

www.MilitaryOneSource.com

1-800-342-9647

What we offer employees...

Confidential assistance to help federal technicians and their families resolve personal problems that may affect their well-being and/or job performance, such as marital difficulties, domestic violence, financial, legal, emotional difficulties or problems caused by alcohol or other drug abuse.

What we offer supervisors ...

Advice, assistance and training to commanders, managers, and supervisors.

Educational materials to prevent or discourage alcohol or drug abuse.

We are here to help ...

JFHQ EAP Coordinators:

(614) 336 - 7497/7245 or DSN 346 - 7497/7245

JFHQ Military OneSource

Consultant for Family Readiness: (614) 593-9462

Ohio National Guard Family Readiness & Warrior Support



Plan for your future

A	B	C	D
NAME (Last & First)	NAME (Spouse)	PHONE	28-May-13
CATEGORIES	CURRENT	NET WORTH	
Monthly Net Income:	\$0.00	Total Assets	\$0.00
Monthly Expenses:	\$0.00	Total Liability	\$0.00
Monthly Cash Balance:	\$0.00	Total Net Worth	\$0.00
Monthly Liabilities:	\$0.00		
Liabilities + Expenses	\$0.00		
Extra funds	\$0.00	CASH FLOW DISTRIBUTION	\$0.00
Unsecured Debt	\$0.00	Add to debt reduction:	\$0.00
Debt/Income Ratio:		Add to emergency savings:	\$0.00
Total Debt/Income Ratio:	#DIV/0!	Add to long-term investment:	\$0.00
Unsecured Debt/Income Ratio:	#DIV/0!		
% of Total Debt	Status		
Less than 15%	- You have control of your money. Some additional credit may be considered but you must use caution.		
Between 15-20%	- You are Fully extended. You are in the high average group. Slow down on spending.		
Between 21-30%	- You have a problem. You are overly extended on debt		
Greater than 30%	- Red alert! You need help!		
Housing Affordability	Monthly Gross Income	Monthly Mortgage	Mort. + Other Debt
Your family housing affordability:	\$0	\$0	\$0
Median price of new homes/condos in San Diego	\$452,000		
Median price of resale condos in San Diego:	\$195,000		

Budget Worksheet

**Ohio National Guard – Family Readiness and Warrior Support
Civilian Employment Support Assistance**

RE: Temporary Part-time Employment Opportunities for Furloughed Federal Employees

- The temporary staffing agencies listed below have indicated they are willing to work with their employer networks in an effort to find part-time temporary employment opportunities for ONG federal furloughed technicians. There are no guarantees on placement, but, the agencies have committed to priority placement
- Federal furloughed employees interested in securing part-time/temporary employment are encouraged to contact the agencies listed below. When calling ask for the points of contact for each company and state that you have been referred by the Ohio National Guard Employment Support Office and would like assistance in looking for employment opportunities as it concerns the dates of your furlough. Furloughed technicians must work with their technician supervisors to negotiate work schedules (furlough days).
- Temporary Staffing Agency Options:
 - Aeloche**: Statewide employment opportunities with an emphasis on skilled labor trades, as well as administrative, clerical, IT, and other office management functions. POC: Christina Scisson at (614) 824-3775.
 - Adecco**: Statewide employment opportunities ranging from administration and manufacturing, to typical manual labor. POC: Adecco Help Desk at (614) 861-4901.
 - Adecco: Honda**: Temporary employment opportunities in the Columbus and Marysville plants. POC: Katie Blumenschein at (937) 642-5139.
 - IFORCE**: Statewide employment opportunities including administration, manufacturing, and manual labor jobs. POC: Contact Maria Hewitt at (614) 436-5627.
 - Compass Tech**: Statewide employment opportunities such as manufacturing, truck driving, administrative, and clerical, etc. POC: Shawn Fletcher at (614) 339-5111.
 - CMS**: Columbus area call center for thousands of major companies worldwide. POC: CMS Help Desk at (614) 224-4534.
 - Rogue Fitness**: Columbus area distribution and fabrication of fitness equipment. Contact the help desk at 614-358-6190.
- For our Federal employees seeking full-time employment or if the agencies listed above are unable to assist, you are encouraged to contact Phyllis Miller, ONG Employment Support Specialist, Western Ohio Employment Representative, at (614) 336-6357, or Melissa Wise, ONG Employment Support Specialist, Eastern Ohio Employment Representative, at (614) 336-6000x1557. These employment support specialists also have a network of employers eager to hire from within the military and veteran community.
- For further questions or inquiries contact 1LT Kevin Dorgan, State Employment Support POC, at (614) 336-4536, or Kevin.m.dorgan.mil@mail.mil.

Temporary Employment



Family Readiness & Warrior Support Resources

TROOP AND FAMILY ASSISTANCE CENTERS

To reach the Troop and Family Assistance Center Specialist in your region call

1-800-589-9914

- Region 1: Canton/Akron (Prompt 1)
- Region 2: Chillicothe/Portsmouth (Prompt 2)
- Region 3: Cincinnati/Hamilton (Prompt 3)
- Region 4: Dayton/Kettering (Prompt 4)
- Region 5: Toledo/Bowling Green (Prompt 5)
- Region 6: Columbus (Prompt 6)

24 Hour Joint Operations Center 888-637-9053

Our regional Troop & Family Assistance Specialists and Airmen & Family Readiness Program Managers are highly trained professionals who provide information, resources, referrals and assistance to all Service Members and Families before, during and after deployments, or whenever there is a need.



Airmen & Family Readiness Program Locations:

- | | |
|---|--|
| Mansfield—179th AW
800-642-8365 x5206600 | Toledo—180th FW
800-495-4250 x8684550 |
| Springfield—178th FW
800-851-4503 x2583 | Columbus—121st ARW
800-377-5570 x5 |



Stay up to date on programs and events by following us at www.ong.ohio.gov/family or search for “Ohio National Guard Strong Families” on Facebook

RESOURCES

OHIOCARES 800-761-0868	Military Family Life Education & Counseling 614-336-7479 or 614-336-6000 ext 1413	Ohio National Guard Employer Outreach Program 614-336-7077
Military OneSource 800-342-9647	Personal Financial Education & Counseling 614-336-4212	Civilian Employment Support 614-336-7152
Drug & Alcohol Intervention 614-336-6444	State & Federal Veteran Benefits 614-336-7349 or 614-336-4192	Employer Support of the Guard & Reserve 614-336-7444
American Red Cross 877-272-7337	Youth Programs 877-460-2177 or 614-336-7456	Sexual Assault Response Coordinator 877-751-5628



Points of Contact for AFGE Local 3970

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Questions

