



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS 180TH FIGHTER WING (ANG) (ACC)
2660 S EBER RD
SWANTON OH 43558-8752

21 January 2012

MEMORANDUM FOR 180FW LOCAL PARTNERSHIP COMMITTEE (LPC) MEMBERS

FROM: 180FW LPC RECORDER

SUBJECT: LPC Meeting Minutes for 10 January 2012

1. The 180FW Local Partnership Committee met for a regular meeting on Tuesday, 10 January 2012 at 1330 hrs in the Wing Commander's Conference Room.

2. LPC Members

<u>Management Representatives</u>	<u>Present</u>	<u>Labor Representatives</u>	<u>Present</u>
Axe, Jeffery	X	Black, Mark	X
Belli, Christopher	X	Boes, Kevin	
Dailey, Frank	X	Caplinger, Leroy	
Giezie, William	X	Chandler, David	X
Managhan, Jeffrey		Hollingsworth, Chuck	X
Mossing, Linda	X	Kynard, Victor	X
Nordhaus, Steve	X	Martin, George	X
Perlaky, Paul	X	Prusakiewicz, Josh	X
Reed, Scott	X	OPEN SEAT	

Facilitators

Baszynski, Joseph (Primary)	X	Ogden, Travis (Alternate)
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3. Old Business

A. Special Review: [LPC Agreement #2, Minimum Manning Requirements for Night Flying and Holiday Flying](#). LPC looked at the "reversed seniority" statement found within the Agreement (paragraph ii) to see if it should be changed to:

- "If less than the required personnel volunteer to fill a night shift, supervisors will schedule employees utilizing a roster. The roster will rotate fair and equitable distribution starting with reverse order seniority then repeating once all personnel have been utilized for one period. Supervisors will maintain the authority to adjust the roster if an individual is needed for a special project or assignment. Once the special situation is complete, the employee will be placed back in their original spot on the roster or as the supervisor sees fit to maintain equity."

They determined to leave the Agreement as written unless Labor brings it back to the table to change it. From a mgmt perspective, they just need to ensure that the minimum numbers

are staffed. If Labor does not have an issue with how this Agreement is currently written, there are no changes needed. All agreed. Item closed.

B. Night Flying for Jul – Sep 2012 – Belli. No night flying in July due to ORE. Need to schedule around Air Show which may be 31 Aug. Additional night flying dates chosen for remaining fiscal year are listed below. Item closed.

- 27 August thru 30 August
- 17 September thru 20 September

C. IBB status update from MXS and OPS – Reed/Belli. Reviewed items addressed in [LPC Agreement #5, Mission Capable \(MC\) Rate IBB](#) as follows:

- 2407 Status – Every change is now being documented. Still have to update our local process.
- Went over metrics that are now briefed to the Commander on a weekly basis.
- LPC voted to amend LPC 5 to have it follow 21-101 as follows:

Currently states:

- i. Have the MXG/CC and OG/CC sign/finalize the following week’s flying schedule by 1200 hrs Thursday the week prior. Once signed, the schedule would be locked.

Change to read:

- i. Have the MXG/CC and OG/CC sign/finalize the following week’s flying schedule by 1630 hrs Thursday the week prior (Sunday by noon when drill weekends occur). Once signed, the schedule would be locked.

Note: Amended version now posted to SharePoint.

- Utilized the Self-Inspection Program to review MXG procedures and see where improvement is needed.
- Flight Chiefs are looking at implementing the Dedicated Crew Chief Program. Currently, we only have “assigned” crew chiefs. Should be 6 months to implement it. Will also be re-establishing the Crew Chief of the Quarter recognition program.
- CANN rate has been coming down. No longer the rule.
- Still needs to work items h – j (wasn’t here for Goal Day); although, supervisor training is happening and they are more engaged.
- OPS inputs on IBB – 170 hours ahead for the year. Scheduling better and doing cancels when needed to ensure that the right pilots are flying the right sorties. Wing Down Day at the end of March will be used to take care of jets.
- Will assess LPC 5 status again at the next meeting. **OPEN ITEM (OCTOBER, 2011).**

4. New Business

A. Town Hall Meeting for 2012 – Col Nordhaus. LPC decided that the next Town Hall meeting (which is required every two years and has State Reps in attendance) will be on 26 July. Combine it with the CFC and Down Day. Item closed.

B. Two-Year Review: [Charter](#) – Co-Chairs. LPC reviewed the Charter for currency/accuracy. They determined that item #5 under “Areas of Consideration” needed to be removed since grievances were no longer handled by the LPC. Charter updated. Issue closed.

C. Two-Year Review: [LPC Agreement #4, Interview – Bargaining Unit](#) – Co-Chairs. After reviewing this Agreement, LPC determined that it was no longer needed and that they would just follow the CBA’s requirement to only have at least one labor representative sitting on interview boards. It would increase efficiency in the work place to leave the second labor representative back in the shop rather than sitting on the interview board. If issues ever arise where labor feels that they need to bring back this Agreement, they can reconvene on this issue. LPC Agreement rescinded. Item closed.

D. Two-Year Review: [LPC Agreement #6, Earning of Comp Time](#) – Co-Chairs. LPC reviewed for currency/accuracy. All agreed that no changes needed to be made. Item closed.

E. Two-Year Review: [LPC Agreement #7, Cross Utilization Training \(CUT\) Program](#) – Co-Chairs. LPC reviewed for currency/accuracy. All agreed that no changes needed to be made. Item closed.

F. Two-Year Review: [LPC Agreement #8, Work Schedule](#) – Co-Chairs. LPC reviewed for currency/accuracy. All agreed that no changes needed to be made. Item closed.

G. Schedule remaining LPC Quarterly Meetings for 2012 – Co-Chairs. LPC determined the dates for the next three Quarterly Meetings. Dates are listed below (agendas are hyperlinked). Item closed.

- [1 May 2012](#)
- [14 August 2012](#)
- [23 October 2012](#)

H. Additional Items – *Getting to Yes* – Baszynski. The facilitator went over key concepts outlined from a book called *Getting to Yes*. The biggest point is that LPC has to argue interests not positions. Basically, don’t just say “no” to something unless it has merit/value – try to find a way to meet in the middle. Nothing should be automatically off the table. Also, be open/honest/able to disagree during our discussions and still leave the room with all arguments left behind. Take nothing personally. Item closed.

I. Wing Instruction versus LPC Agreements – General Discussion. LPC went over the possibility of converting all of their LPC Agreements into one Wing Instruction. They decided to leave things the way they were. Item closed.

J. New AFGE VP Announced. Charles Hollingsworth has been appointed the Vice President position within AFGE at this location. Congrats were given. Item closed.

K. The 180FW LPC will reconvene on Tuesday, 1 May 2012 at 1330 hrs in the Wing Commander's Conference Room for a regular meeting.

//SIGNED//
MELISSA A. MARTIN, OHANG
Recorder, 180FW/LPC

Approved as written
//SIGNED//
CHRISTOPHER J. BELLI
Management Chairman, 180FW/LPC

Approved as written
//SIGNED//
VICTOR T. KYNARD
Labor Chairman, 180FW/LPC