

**JPEC Minutes**  
**8 March 2012 1400-1530, HRO Classroom**

**Attendees:**

JPEC Members: MG Ashenhurst-TAG, BrigGen Bartman-ATAG/Air, BG Harris-ATAG/Army, Col Noel- Director of Staff Air, Brig Gen Stephens – 121<sup>st</sup> Wing CC, COL Tansill-COS, COL Rogers-HRO, Mr. Tanner-AFGE 3970 Pres, Mr. Dohrman-AFGE 3970 Secretary/Treasurer, Mr. Gibson – VP/121<sup>st</sup>, Mr. Wayble VP/121<sup>st</sup>, Mr. Hollingsworth-VP/180<sup>th</sup>, Mr. Lykins-VP/Army Aviation. Also in attendance: MAJ Gabriel-Facilitator, MAJ Rogers-SMO, and Ms. Gulla-LRS.

A quorum was present.

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<u>Item</u>	<u>Purpose</u>	<u>Status</u>
<i>1. Previous Minutes</i>	<i>Review</i>	<i>Accepted</i>
The minutes of the 1 December 2011 JPEC were distributed and briefly reviewed. No requests for amendments were made.		
An update on the Telework program was requested. Currently we have had two requests for telework, one of which has been approved in the G6. There is a concern that technicians and their supervisors have not gotten the policy. The JPEC was reminded to assure distribution of the policy to all levels of the organization. BrigGen Bartman requested that the LRS send a reminder to the Wing Commanders to distribute the Telework Policy to all employees of the Air Wings.		
<i>2. Metrics</i>	<i>Update</i>	<i>Accepted</i>
The members reviewed the status of LPC and Service PEC meetings. The 2011 and 2012 grievance reports were reviewed.		
<i>3. Performance Appraisal Cycle – TPR 430</i>	<i>Discussion</i>	<i>Ongoing</i>
A labor/management committee reviewed TPR 430 in light of the change to an annual performance cycle. Changes were made and distributed to the JPEC for review on 21 February. Mr. Tanner stated he was concerned that certain changes suggested by the committee had not been made and other changes not reviewed by the committee were made. It was agreed that Mr. Tanner would review these concerns with HRO and the TPR would be resent to the JPEC for a three day review. The TPR would then be released to supervisors and technicians as we move into the new performance appraisal cycle and the PAA system.		
<i>4. PT Policy</i>	<i>Discussion</i>	<i>Closed</i>
The FECA council made changes to the PT policy for JPEC review. A concern was raised in FECA that the PT policy did not include information about reporting of injury while engaged in PT. Mr Tanner stated that other changes to the policy were made that were of concern.		

The JPEC determined that paragraph 2 would be amended to state that one hour of official duty time could be used “up” to five times a week rather than three to five times per week. Paragraph 4 will be adjusted to include previous language explaining that contact sports are prohibited

because of high injury rates. Paragraph 4 will also be combined with paragraph 5. Paragraph 8 will be eliminated. The policy will be issued with these changes.

The parties also discussed certain concerns with the use of PT time for activities other than PT. One example used was that of a technician who is using the PT hour to commute home from the workplace (approximately 1 hour commute) to perform PT at his home location. The HRO is concerned that this is not the proper use of PT time, and puts the organization at risk as it would normally not be responsible for injury during a normal commute. By allowing commuting time, or any other activity to take place during the PT hour, the line between an on and off duty injury is blurred. Mr. Tanner stated that there is no threshold for which an employee can use part of his PT hour to drive to his preferred PT location since the policy allows for PT to be performed outside of the workplace. HRO states that the policy allows for private fitness locations where the “facilities are limited”, in the example used by the HRO the facilities are not limited.

The JPEC agreed that this particular issue should be left to the local supervision to determine local policy within the confines of the published state level policy. Any abuses will be dealt with through TPR 752.

#### *5. Traffic Safety Policy*

#### *Discussion*

#### *Open*

Mr. Tanner stated that he sent the drafted Traffic Policy to his general council at AFGE and has not gotten a response at this time. He estimated that he will have a response in approximately 2 weeks. Mr. Tanner was asked to relay his concerns with the policy. He stated that he is concerned with enforceability.

The TAG stated that it is her intent to do everything she can to keep our soldiers safe. Her concern is that many of our soldiers and airmen return from war with a sense of invincibility and often do not make the decision to protect themselves from accidents and unnecessary injury. The TAG is interested in changing this culture and even if those steps are small and are only applied while on an ONG facility, maybe that change will manifest itself outside of our facility as well. The TAG stated her only interest is promoting a safe workplace and avoiding injury while the technician is in the workplace.

Mr. Tanner stated he will stand with the TAG and promote this philosophy but he is not willing to agree to a written mandate.

It was asked whether the TAG would be willing to buy safety equipment such as helmets and reflective vests for motorcycle riders. She stated the decision to ride a motorcycle is that of the individual and the ONG would not buy safety equipment.

It was agreed that the TAG will wait two weeks from the date of this meeting so that AFGE can receive guidance

#### *6. New Business*

#### *Discussion*

Mr. Tanner is concerned about recent grievance activity and the interpretation of parts of the contract and PEC Letters. Specifically Article 16 and JPEC Policy letter 11-05. The TAG stated

that she has no aversion to renegotiating all or part of the contract as well as the PEC letters. Mr. Tanner agreed that this was something the union might be interested in.

Next Meetings:

ARPEC	3 May 2012, 0800-1100, Classroom 2
APEC	TBD
JPEC	7 June 2012, 1300-1600, HRO Classroom

Verified by: For Management

For Labor

DEBORAH A. ASHENHURST  
Major General  
The Adjutant General

JEFFERY L. TANNER  
President  
AFGE Local 3970

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