

**STATE OF OHIO
ADJUTANT GENERAL'S DEPARTMENT
2825 West Dublin Granville Road
Columbus, Ohio 43235-2789**

OHIO JOINT PARTNERSHIP EXECUTIVE COUNCIL (JPEC)

7 March 2011

MEMORANDUM FOR All Bargaining Unit Technicians and Supervisors

SUBJECT: JPEC Policy Letter 11-01 (Labor-Management Partnership)

1. The Joint Partnership Executive Council, as the principal forum for negotiation to establish agency-wide labor-management policy, hereby reaffirms our commitment to a labor-management partnership for the Ohio National Guard. We fully support the mission, goals and strategy of our partnership charter as stated in Article I of our collective bargaining agreement. We recognize the merit of Pre-Decisional Involvement (PDI) with labor in a collaborative approach to labor relations and endorse the continuation of our partnership structure and utilization of the interest-based problem solving approach to resolve negotiable issues.

MANAGEMENT RESPONSIBILITY: Management is hereby directed to discuss workplace challenges and problems concerning conditions of employment with labor and endeavor to develop solutions jointly, rather than advise union representatives of predetermined solutions to problems and then engage in bargaining over the impact and implementation of the predetermined solutions.

LABOR RESPONSIBILITY: Labor is hereby directed to bargain in good faith and be responsive in the collaborative process.

2. The membership of the Joint Partnership Executive Council (JPEC) will consist of fourteen voting members as follows: The Adjutant General, Assistant Adjutant General – Army, Assistant Adjutant General – Air, Chief of Staff – Army, Director of Staff – Air, Director of Human Resources, a designated Wing Commander – Air, AFGE Local 3970 President, AFGE Local 3970 Secretary-Treasurer, and five union officers designated by the Union President. The Labor Relations Officer will serve as a non-voting member.

3. Management and labor representatives are hereby directed to support the development and operation of Local Partnership Committees (LPCs) in accordance with the provisions of the collective bargaining agreement. These LPCs will continue to operate using interest-based problem solving procedures to resolve local labor-management issues. Senior representatives of management and labor must ensure that Local Partnership Committees establish and maintain an effective capability to resolve local labor-management problems by providing knowledgeable and empowered representatives to participate on the LPCs.

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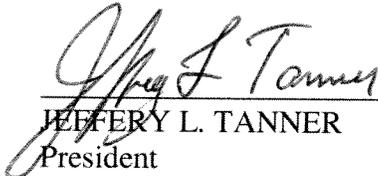
4. This memorandum establishes personnel policy of the Ohio National Guard and will be administered as a policy of The Adjutant General by the Human Resource Division. This policy will be effective for the period coinciding with the AFGE Local 3970 and Adjutant General's Department Collective Bargaining Agreement executed by the Department of Defense on 24 February 2011, unless specially rescinded or superseded.



DEBORAH A. ASHENHURST
Major General
The Adjutant General

10 Mar 2011

(Date)



JEFFERY L. TANNER
President
AFGE Local 3970

10 March 2011

(Date)