

California National Guard Labor Management Council (LMC)

Meeting: Regular Meeting of the California National Guard Labor Management Council (LMC)

Date: 4 November 2014, 1030-1230

Location: 146th AW Channel Islands, CA (Wing Conference Room- Building 680), AND JFHQ, Conference Room 229 with audio conference capability

Chairman: COL Robert Spano (Director, Joint Staff)

Secretary: William H. (Bill) Poppler

In Attendance:

COL Robert A. Spano – Director, Joint Staff (Chair)
COL Laura L. Yeager – Chief of Staff (Joint)
COL Frank Emanuel – Acting Chief of Staff (Army)
COL Nathan Reddicks- Chief of Staff (Air)
Col Ricky L. Hern – Director of Staff (Air)
Col Eric Jones – 129th RQW
COL Louis E. Carmona – State Aviation Officer
Col Jeffrey W. Magram – 129th RQW
Col Dana Hessheimer - 163rd RW
Col David Bakos - 146th AW
LTC Richard Rabe- Director, State Personnel
Lt Col Mark R. Groves – 144th FW
LTC Mark Morita – CSLO
Lt Col Gary L. Aten – 162nd CCG
Lt Col Michael Dugas- 146 AW
Maj Hal Byers – 163rd RW
MAJ Mark Johnson- CSLO
CMSgt Anthony Dempsey- 163rd RW
Ms. Charlotte M. Clarke – State Personnel
Mr. Kevin Park- Director, Human Resources Office
Mr. William H. (Bill) Poppler – Chief, Labor Relations
Mr. David A. (Dave) Ingles – LIUNA Local 2163
Mr. Zachary Rude- ACT Local 105 (146 AW)
Mr. David Tomamichel- ACT Local 118 (144 FW)
Mr. Anthony Villafranca - ACT Local 121 (163rd RW)
Mr. Bret M. Carroll – NAGE Local 12-120 (162 CCG)

Labor Relations Branch Personnel:

1LT Brian E. Thomas - Scribe
1LT Daniel W. Pauley – HR Specialist

SSgt Eric M. Kelly – HR Assistant

1. Meeting called to order and roll call taken by Mr. Poppler at 1030 hours.

2. Welcome and Opening Remarks by Chairman. COL Spano thanked everyone for attending the LMF and for their flexibility of attending via teleconference. COL Spano also highlighted the battle rhythm change to LMC at the state level every six months and local LMC during the off quarter. The Chairman further:

- Commented on the three year history of the LMC and the diversity of the LMC, having both state and federal unions represented.
- Stated that a lot of issues have been resolved or addressed during quarterly LMCs. Noted possibly shifting focus to doing one state LMC in person and conducting via conference call during the opposite state LMC.
- Noted that work is being done on the State side with their union contracts. The completed work on the LIUNA and ACT Contracts were completely successful.
- Discussed the budget constrained environment and the need to do more with less. Emphasized the impact the union-management relationship as being significant to these ends. Underscored the importance of technicians to be included as military exempt during times of furlough shut down.

3. Review of the previous minutes. Mr. Poppler noted two changes to the previous minutes, 1) modification of the ACT Contract signing date and 2) modification of current LMC date. COL Spano's motion to accept the minutes from the previous meeting was adopted. Lt Col Dugas seconded the motion.

4. LMC Charter update. Mr. Poppler explained the added verbiage for the alternating LMC at the local and state level and the clause for submitting minutes from the local LMF. Additionally, LMC Ground Rules were added as an appendix to the Charter. Lt Col Dugas motioned to accept as written and COL Carmona seconded the motion. The motion carried and the updated Charter was adopted

5. Labor Management Survey Results. 1LT Pauley presented the results of the survey conducted after the last state LMC. The survey results overall signified positive trends in most metrics. The biggest negative trend was in the area of training and ideas were discussed to address labor-management relations training.

Action: Labor Relations will put together a list of online training courses available online and email the listing to the assembly prior to the next forum.

8. PDI opportunities. Mr. Poppler and LT Pauley presented an opportunity to address a possible new direction in the Alternate Work Schedule (AWS) policy. LT Pauley brought up the White House Memorandum concerning the need to evaluate agency alternative work schedule policies and Mr. Poppler discussed the number of employees already on an Alternate Work Schedule across the Agency. COL Reddicks brought up concerns that any AWS move would add restrictions to the Wings and existing policies. COL Spano reiterated that the intent is to expand the opportunities and not restrict existing policy. COL Spano suggested putting together a working group from leadership and union representatives to propose a policy to bring to the TAG. The Composition would include representatives from Army Aviation, State Personnel, Surface Maintenance, each Air Wing and Labor, amongst others. Details will be drafted and submitted to the council via email.

9. "The Floor"

a. 162nd CCG and NAGE Local 12-120:

(1) Mr. Carroll highlighted the positive labor-management relationship at the 162nd. Reported that he has been integrated into a portion of the weekly staff meetings.

(2) Mr. Carroll and Lt Col Aten both acknowledged the open communication in regards to the movement of the 149th to Beale Air Force Base. Migration of property and computers to Beale should happen around December.

(3) Mr. Carroll reported their continued work to get under ACT and the NAGE and ACT were both cooperating.

b. 163rd RW and ACT Local 121:

(1) Mr. Villafranca reported that he has taken over from Mr. Lozoya who has moved on from his duties as the local representative.

(2) Mr. Villafranca and Col Hessheimer stated they had arranged their first local LMC to take place in February of 2015 and that everything was going great.

c. 144th FW and ACT Local 118:

(1) Mr. Park stated that a CMDN will be put out (action item) on technician military leave. RFI from last LMC was clarified that temp techs receive military leave after one year.

(2) Lt Col Groves asked for an update on the special salary rate. Mr. Park said he was waiting on an update on the special salary rate from NGB later in the week.

Lt Col Groves also added that F/15 space and facilities were an ongoing issue that was being worked.

d. 129th RQW and ACT Local 109: Mr. Schmidt was not present. COL Magram stated there were no issues to report.

e. 146th and ACT Local 105: Mr. Rude and Col Bakos both stated the ongoing positive relationship and emphasized there were no issues or complaints.

f. Army National Guard and LIUNA Local 2163: Mr. Ingles back briefed the results of the 9 October 14 local LMF conducted in Stockton. Reported that there was a lot of dialogue and no significant issues arose out of the meeting.

g. State Management Update:

(1) LTC Rabe and Ms. Clarke both stated collectively nothing significant to report.

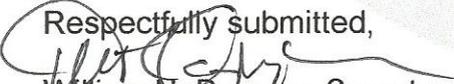
(2) COL Spano emphasized the converting of the state contracts. Reported that of note was the Camp Roberts Fire Personnel contract and them joining the CALFire Union.

9. Upcoming LMC Meeting. It was agreed by all parties to standby on a date/time and location of the next LMC until a further assessment was done (action item).

10. Closing Comments: COL Spano emphasized the importance of continued support for the LMC and the positive relationships that have developed in the process. He also discussed possible options regarding Dual-Status technicians who are separated militarily for medical purposes and in rare circumstances, technicians may be converted to Non-Dual Status (if there is a position available) or may be retained for up to a year. COL Spano encouraged everyone to keep an open dialogue and to address important issues, of mutual concern, such as medical separation of technicians militarily. Thanked everyone for their time and flexibility of the teleconference.

11. The meeting adjourned at 1215 hours.

Respectfully submitted,


William H. Poppler, Secretary