



**CALIFORNIA NATIONAL GUARD
LABOR MANAGEMENT COUNCIL – FORUM**

**Agenda
8 May 2012**

- COL Spano
 - Col Reddicks
 - COL Shaw
 - COL Medigovich
 - COL Herman
 - COL Wells
 - COL Nuismer
 - Col Butow
 - Col Garrison
 - Col Rios
 - Col Ball
 - Col Beck
 - LTC Poppler
 - LTC Balliet
 - LTC Garza
 - LTC DeRouen-Slaven
 - MSgt Bambaloff
- Mr. Tomamichel
 - Mr. Shintaku
 - Mrs. Johnson
 - Mr. King
 - Mr. Cadena
 - Ms. Walker
 - Mr. Barcelona
 - Mr. Escarda
 - Mr. Voight
 - Mr. Neep
 - Mr. Kalmer
 - Ms. Espinoza
 - Ms. Adams
 - Mr. Cordirovi
 - Ms. Haynie
 - Mr. Ingles
 - Mr. Williams
 - Mr. Zavala

OPENING COMMENTS

COL Spano

LMC Forum-Minutes from 8 February 2012:

MSgt Bambaloff

Floor:

1. ACT Local 105 – Mrs. Lauren Johnson

a. Old Business

- (1) No training scheduled, but are developing plan
- (2) Management attending Supervisor Course
- (3) Request HRO conduct Supervisor Course at unit to save cost
HRD scheduled supervisors training 17 July (SLO), 11 Sept (Los Al).
- (4) Request Contract Negotiation Training
Contact LRS to schedule training.

b. New Business

Nothing reported

2. ACT Local 118 – Mr. David Tomamichel

a. Old Business

(1) Concerned about management of the 144th FW disregarding the contract between ACT 118 and The Adjutant General (TAG).

Specifically what concerns?

(2) Concerned about uniform issue (One for One, turn-in requirement).

Military matter

(3) Request Impact and Implementation (I & I) Bargaining with management, prior to management's implementation.

PDI and I&I are ongoing issues

(4) Requested Cold Weather Gear.

Military matter

b. New Business

Nothing reported

3. LIUNA Local 2163 – Mr. Brent Shintaku

a. Old Business

(1) Request Contract Negotiations

CBA scheduled June 18-22, Okinawa Armory

(2) Request "Official Time" for Steward Level Training.

Stewards will receive official time for steward level training.

(3) Requested Arbitrator Training.

ADR and IBB training will be provided.

(4) Expressed that the AVCRAD in Fresno bargaining members have concerns about scheduled late evening flights. Mechanics are not being told in advance of the late evening flights, and are made to work Comp-Time without prior notice.

RESOLVED

(5) Aircrew is not fulfilling landing procedures, such as "Tying Down" the aircraft. The mechanics are left to do it.

RESOLVED

(6) AGR v. Technicians – Technicians are told to stay late, while the AGRs are released to go home.

RESOLVED

(7) Technicians are required to fall into formation, while in technician status.

(8) AGR Supervisors should attend Technician Supervisor Training.

HRD coordinating training. www.Calguard.gov for more info.

b. New Business

Nothing reported

4. Professional Engineers in California Government – Mr. Chris Codirovi

a. Old Business

(1) Management needs to consider MOA, contracts, and etc, when implementing changes

(2) Impact & Implementation (I & I) Bargaining prior to implementation

Pre decisional involvement (PDI) may eliminate need for I&I.

b. New Business

Nothing reported

5. National Association of Government Employees (NAGE) – Mr. James Williams

a. Old Business

(1) Mr Williams expressed concerns in regards to the Leave Policy. Technicians are denied annual leave for not fulfilling technician requirements.

IAW CNG FPR 630, para 5e, “Supervisors have the responsibility to decide when the leave may be taken based on the needs of the organization and mission.”

(2) Request a Violence in the Workplace workshop.

Sent to field (email)

(3) Request a Bullying in the Workplace workshop.

Sent to field (email)

(4) Suggestion to convert DS technicians with 20years, to NDS.

Legislation based

(5) Suggestion to convert disabled DS technicians to NDS.

based on legislation. Ie: wounded warrior program

(6) Mr Williams expressed concerns about Admin Leave “LN” during holidays (such the Friday after Thanksgiving). Technicians on crew are not utilizing Admin Leave. Can late shift crews use on another date?

IAW TAAI 10-24, f. “..since they already have that day off, they will get the following work day off as their holiday.”

b. New Business

Nothing reported

6. International Union of Operating Engineers, State Local 39 – Ms. Sherita Adams

a. Old Business

(1) Rep private and public sector employees

(2) Impact & Implementation (I & I) Bargaining prior to implementation

(3) In-house training for staff

b. New Business

Nothing reported

7. California Association of Professional Scientist (CAPS) Union – Ms. Kristen Haynie

a. Old Business

b. New Business

Nothing reported

8. ACT 109 – Mr. David King

a. Old Business

(1) Request Supervisor Training for ACT 109 union reps.

Next 2 dates for training: 17 July, 11 Sept.

(2) Request “Official Time” for Steward Training.

Ref: 129th RW agreement, article 9. Debatable.

(3) Concerns with the Impact & Implementation (I & I) process.

Does PDI eliminate I&I?

(4) Mr King expressed concern about Job Interview procedures for technicians. ACT 109 questions should a Traditional Guardsmen sit on a Job Interview Board for technicians?

Nothing in law.

b. New Business

Nothing reported

9. ACT 167 – Mr Fred Cadena

a. Old Business

b. New Business

Nothing reported

10. Service Employees International Union Local 1000 – Ms. Yvonne Walker

a. Old Business

b. New Business

- (1) New Employee Orientation
- (2) Bulletin Boards
- (3) CFRA and FMLA
- (4) Dr's notes and sick leave use
- (5) Bereavement leave use
- (6) Contract Outsourcing
- (7) National Agency Check
- (8) Rank and file supervising rank and file
- (9) Supervisor's training
- (10) Location and contact information for all SEIU members in state at CMD
- (11) Changing classes from one BU to another without notifying the affected union
- (12) No dress code
- (13) Alternate Work Schedule denials
- (14) Working out of class
- (15) Abuse in the Workplace workshops
- (16) Working towards culture change at CMD: SCS are first class, not second class citizens

11. California Statewide Law Enforcement Association – Mr. Alan Barcelona

a. Old Business

b. New Business

Nothing reported

12. International Union of Operating Engineers, State Local 12 – Mr. Tim Deep

a. Old Business

b. New Business

Nothing reported

13. Association of California State Supervisors – Ms. Arlene Espinoza

a. Old Business

b. New Business

Nothing reported

14. Col Marilyn Rios – 146th AW, Vice Wing Commander

a. Old Business

- (1) Along with training on the rules for implementing personnel programs and policies, there needs to be training on how to be a supervisor.

HRD scheduled supervisors training 17 July (SLO), 11 Sept (Los Al).

- (2) Concern with the “Ground Rules” outlined in the LMF. Specifically 8(g) which states members cannot share information discussed in the forum with unit level members. To create an open "forum" the members need to be able to go back to their units and share with our co-workers

and senior staff the ideas covered during the meetings, but the wording does not presently allow for that.

Mgmt presenting possible Charter to replace existing LMC documents.

b. New Business

Nothing reported

15. Upcoming LMC – Forums:

a. Wednesday, 8 August 2012 (Sacramento - Okinawa Armory)

b. Wednesday, 7 November 2012 (JFTB Los Alamitos)