



MCB Camp Pendleton, Labor-Management Forum January 11, 2011

MEETING MINUTES

Member Attendees

Charles Molden/CHRO	David John/Facilities	Maurice Patrykus/IAFF
Terry Hoeft/CHRO	John Magnus/BPO	Richard Dobbins/PMO
Tony Reyes/NFFE919	Michael Kelley/Logistics	Michael Jacobson/AFGE1881
Jeff Wilkerson/F&ES		

Opening Remarks and Agenda

Mr. Charles Molden welcomed the Forum members. Mr. Molden distributed and presented the agenda to the Forum. The following topics were presented:

- Discussion and completion of Forum Charter.
- Discussion and finalization of LM assessment.
- CO's letter concerning the LM assessment.
- Impact of current hiring and pay freeze on labor management relations.
- Other topics not on agenda.
- Future meeting schedule.

Presentation of the Forum Charter and Discussion

Mr. Molden presented and distributed a copy of the Forum Charter. The Forum members discussed and came to an agreement on the following:

- The members discussed and agreed to reach a consensus on all decisions.
- Mr. Molden explained that a facilitator could be used, if a consensus could not be reached.
- The members agreed to meet initially once a month, on the third Tuesday of the month.
- The members agreed that all agenda items will be submitted ten (10) days prior to the scheduled meeting date.
- It was also agreed that a copy of the signed Forum Charter would be placed on CHRO's SharePoint site.

After some minor corrections to the Forum Charter were made, all members signed the Forum Charter.

LM Assessment and Finalization

The Forum members discussed the LM assessment and how to best conduct it on MCBCP. The Forum members discussed and came to an agreement on the following:

- The members discussed the issues concerning employee access to computers and their ability to easily access the LM assessment on the computer.
- It was agreed that the survey would be available to employees in an electronic version and in a hard copy format.

CO's Letter Concerning the LM Assessment

Mr. Molden distributed a draft of the CO's letter. He explained that this letter would be used to encourage employees to participate in the LM assessment. There was also discussion about the best method to distribute the letter and ways to market the LM assessment. The Forum members discussed the letter and agreed to the following:

- It was agreed that once a final date for the LM assessment was chosen it would be included in the letter and given to the CO for signature.
- Effectively marketing the LM assessment would be accomplished by: distributing the letter from the CO, placing a comment on the LES of employees and informing the directorates.
- Both the unions and management would encourage employees to participate in the LM assessment.

Pay Freeze

Mr. Molden explained that the pay freeze only impacted the cost of living increase and not promotions or career ladder promotions. Mr. Molden discussed that ideas are being developed to help improve employee morale. He also encouraged the LM- Forum members to develop ideas to improve employee morale. The members discussed the topics and came to the following conclusions:

- Employees can be motivated by using time-off awards, cash awards and recognition.
- Employees will most likely increase their filing of grievances and request desk audits and similar actions will increase in frequency.
- Mr. Molden explained that first responders were still being recruited during the Marine Corps wide hiring freeze. He explained that other positions do have exceptions, but to date CHRO has not received any exception request from management.

New Items Not on the Agenda

The Forum members discussed new topics not listed on the agenda and made some conclusions. The following was discussed:

- The poor conditions of the roads on the base and the efforts to remedy them. Mr. John explained that efforts were being made to hire a contractor to start road repairs soon.

- Mr. Molden and the Forum members agreed that the Forum meetings have proven to be advantageous. Information has easily been disseminated to the members. Thus the members can disseminate information to their respective employees; this can help avoid potential issues.

Future Meeting Date

- The next meeting for Forum members will be at 0900 to 1100 on 2/15/11 at the CHRO.