



**MCB Camp Pendleton, Labor-Management Forum
July 14, 2011**

MEETING MINUTES

Member Attendees

Charles Molden/CHRO	Terry Hoeft/CHRO	John Magnus/BPO
Michael Kelley/Logistics	Jeff Wilkerson/F&ES	Michael Jacobson/AFGE1881
Tony Reyes/NFFE919	William Armas/IAFF	

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:

- VSIP/ VERA Interest Survey (Update)
- Update on Personal Protective Equipment
- After action plan on survey results
- Communication working group
- New business/agenda items for next meeting

VSIP/ VERA Interest Survey (Update)

Mr. Molden presented and distributed a copy of the VSIP/ VERA survey results. The Forum members discussed the topic and highlighted the following:

- Mr. Molden used a handout to illustrate that the results were broken-down by directorates. He explained that 111 people showed interest in taking a VSIP or a VERA. Mr. Molden informed the Forum members that a mock RIF was conducted to see what positions would be abolished or changed. He told the Forum members that more impact would be with the higher GS grades, such as GS-14 and GS-15. There would be little or no impact with the WG grades.
- It was made clear by Mr. Molden that the Commandant wanted no separations with the MCI-West merger. He expressed that this goal would be accomplished.
- Mr. Molden explained that the RIF would commence sometime in September and would last approximately 60 days.
- The Forum members discussed what would be the status of bargaining unit employees from the MCI-West staff. It was explained that those employees would fall under the NFFE contract at MCB Camp Pendleton.

Update on Personal Protective Equipment (PPE)

Mr. Terry Hoeft discussed the update on PPE and differed to Mr. Michael Kelley to elaborate on the topic. Mr. Kelley premised his discussion by stating that he was speaking on behalf of Mr. David John who could not be present. The Forum members discussed the topic and came to an agreement on the following:

- Mr. Kelley explained that one standard process for employees acquiring boots (PPE) would be the best solution for all interested parties. Mr. Michael Jacobson wanted to make it clear that the employees' medical issues would not come second with any new PPE boot policy. Mr. Hoeft expressed that Mr. Kelley was drafting a solution that would meet the needs of the organization and of the employees.
- It was agreed that Mr. Kelley would have a draft ready for review before the next scheduled Forum meeting. Mr. Molden wanted management to work with the Unions to make sure the correct language was included in the draft. Mr. Molden suggested that Mr. Jay Smith could help with the draft.

After Action Plan on Survey Results

Mr. Molden recapped the prior discussion on the topic. The Forum members discussed the topic and agreed to the following:

- Mr. Molden explained to the Forum members that the CO wanted the CHRO to give the Unions more time to explain their role to new employees at orientation. Also that the Unions should dedicate more time to explain their role to current bargaining unit members.
- Mr. Jacobson raised some concerns over the role of the Forum and buy-in from command.
- The Forum members decided an action plan was needed to help educate employees about the Unions and their roles. Mr. Kelley said he would personally give a class to his organization if CHRO would design the class for him.
- It was decided that CHRO would design the class with input from the Unions.

Communications Working Group

Mr. Molden explained that he wanted volunteers to form a working group in order to help improve communication on the base. He explained the group could have volunteers from inside or outside the Forum. It was decided that Mr. Anthony Reyes, and Mr. John Magnus would be on the working group.

New Business / Agenda Items for Next Meeting

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

- Mr. Hoeft discussed the topic about CMR with the Forum members. He explained that Mr. Smith would discuss the topic in detail at the next Forum meeting.

Future Meeting Date

- The next meeting for Forum members will be at 0900 to 1100 on 8/16/11 at the CHRO.