



MCB Camp Pendleton, Labor-Management Forum
June 14, 2011

MEETING MINUTES

Member Attendees:

Charles Molden/CHRO	Jay Smith/CHRO	Terry Hoeft/CHRO
David John/Facilities	Michael Kelley/Logistics	John Magnus/ BPO
Anthony Reyes/NFFE 919	Sam Rodriguez/ AFGE 1881	William Armas/ IAFF F-85

Opening Remarks and Agenda

Mr. Charles Molden started the LM-Forum meeting and welcomed the alternate representatives from the unions. Mr. Sam Rodriguez was the alternate representative for AFGE 1881. Mr. William Armas was the alternate representative for IAFF F-85. A copy of the agenda was distributed and presented to the Forum members. The following topics were presented:

- LM-Forum Metrics
- Telework Enhancement Act of 2010
- Update on Hiring Freeze
- New Business/ Agenda Items for Next Meeting

LM-Forum Metrics

Mr. Terry Hoeft discussed the LM-Forum metrics and the instructions to the Forum members. The Forum members discussed the topic and highlighted the following:

- Mr. Hoeft told the Forum members to refer to their copy of the guidance for LM-Forum metrics. Mr. Hoeft told the members that a copy was distributed via email prior to the meeting. He instructed the members to ignore Appendix C of the guidance. The Forum members were told that a report on the Forum's metrics would be due to HQMC by September. This report would then be sent to the National Council on Federal Labor-Management Relations.
- The Forum members discussed what areas the metrics would measure. Mr. Molden expressed concern over there not being enough time to collect sufficient data for the report. Mr. Hoeft explained that the report is the Forum's plan for the metrics and that only a report is due.
- Mr. John Magnus asked what the Forum would be measuring. Mr. Molden suggested that the Forum could help improve communication on MCBCP and measure it. Mr. Molden elaborated and said it would require quarterly

meetings and coordination between the unions and the CO. The focus would be to pass on relevant information and help mitigate miscommunication on MCBCP.

- Mr. David John expressed that the Forum had already done great things to measure and should place this information within the report. He suggested the focus should be on the LM survey and the Forum should keep moving forward.
- Mr. Sam Rodriguez expressed concern over the distribution of the survey. He felt that his membership lacked access to the survey, due to it being web based only. The Forum members expressed to Mr. Rodriguez that they had discussed the issue and had agreed that a web based survey was acceptable.
- Mr. Hoeft told the Forum members he would use a general outcome in the report and use the LM survey to show the Forum's output.

Telework Enhancement Act of 2010

Mr. Jay Smith introduced the Telework Enhancement Act of 2010 and explained it to the Forum. The Forum members discussed the topic and the following was highlighted:

- Mr. Molden told the Forum members that on 6/7/11 all employees were to be notified of the Telework Enhancement Act of 2010. He explained that 85% of the base employees had read the notification. The Forum members were told that the Act's intent is to allow organizations to better utilize their resources.
- Mr. Molden expressed to the Forum members that some jobs would fit nicely into doing telework and others would not. He used emergency service personnel as an example of those employees that would not make good candidates for telework.
- Mr. Molden explained that management needs to evaluate the type of work being done by the employee and the individual employee. He said that management should not allow bad performers to participate in telework. Mr. Molden informed the Forum members that OPM had created some tools and training for management, but the base order should be the driving document on MCBCP.
- Mr. Smith expressed that management could use telework as a recruitment tool. Also that it would be easy for supervisors to measure an employee's work by measuring their output. He suggested that an employee could apply through the Worklife program. Mr. Terry Hoeft explained that an employee's home could become their worksite and FECA issues could come into play. Mr. Smith said that an employee's supervisor could inspect the worksite and check on the employee at their home.
- Mr. Molden asked for volunteers to form a sub-group to address updating the current base order to meet the requirements of the Act. It was decided that Mr. Smith would chair the group. Mr. David John and Mr. John Magnus would represent management. The unions would be represented by Mr. Anthony Reyes and Mr. Michael Jacobson (tentatively).

Update on Hiring Freeze

Mr. Molden updated the Forum members on the hiring freeze. The Forum members discussed the issue and the following was highlighted:

- The Forum members were informed by Mr. Molden that the OPT was looking at the structure of MCI-West and MCBCP. He explained that the one recommendation that went to the ACMC was for on commander. He also said that at this point there will be no employee separation, but there was a possibility of a RIF.
- Mr. Molden informed the Forum members that a survey letter was going to be distributed to base employees on VSIPs and VERAs. He explained that the survey would be attached with a letter that explained everything to the employee. Mr. Molden said that each letter would be hand delivered and each employee would need to sign and return the letter. If the employee was not present to receive the letter, then the employee would be required to return it certified mail.
- Mr. Molden told the Forum members that no organizations will be allowed to reorganize until the RIF was over. It was explained that by mid October the RIF could start.

New Business/ Agenda Items for Next Meeting

The Forum members concluded and discussed some new items for the next Forum. The following was discussed:

- Mr. William Armas asked about CMRs and IMRs. Mr. Smith said that item would be discussed at the next Forum meeting.
- Mr. Molden wanted a follow-up on PPE and the boot policy. Mr. Hoeft said it would be discussed at the next Forum.
- Mr. Smith informed the Forum members of the SharePoint site and the availability of relevant documents to the Forum members.

Mr. Molden concluded the Forum meeting.

Future Meeting Date

The next meeting for Forum members will be at 0900 to 1100 on 7/12/11 at the CHRO.