



## MCB Camp Pendleton, Labor-Management Forum January 17, 2012

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### MEETING MINUTES

#### Member Attendees

Terry Hoeft/CHRO	Charles Molden/CHRO	John Magnus/BPO
Michael Jacobson/AFGE1881	Richard Kirby/NFFE919	Frank Atkins/PMO
David John/Facilities	Richard Dobbins/PMO	Jeff Wilkerson/FD

#### Opening Remarks and Agenda

Mr. Charles Molden welcomed the Forum members. He started the meeting and welcomed everyone back. The agenda was distributed and presented to the Forum members. The following topics were presented:

- Update on Pest Control Issues
- Update on Communication Working Group
- Update on Hiring Freeze
- Update on PPE Issues
- New Business/Agenda Items for Next Meeting

#### Update on Pest Control Issues

Mr. Molden reintroduced the issue to the Forum members. The Forum members discussed the topic and highlighted the following:

- Mr. David John gave an update to the Forum members on the pest control issue. He explained that the working group had discovered some shortfalls with the current Pest Management Plan (PMP). Mr. John told the Forum members that with some assistance with NAVFAC-SW, he expected the PMP to be updated and launched by late spring. Mr. John distributed some attachments to further explain his position. He suggested that the issue be closed with the LM Forum and that it would remain a priority within ACS Faculties.
- Mr. Michael Jacobson raised a concern with closing the pest control issue. He felt that the issue had not been addressed properly. Mr. Molden explained that a program was in place to address employees' concerns. Mr. Terry Hoeft suggested that the unions first look over the materials that Mr. John had provided and if they still had concerns they could address them with Mr. John. At this point, Mr. Molden suggested that Forum members close the issue.

## **Update on Communication Working Group**

Mr. John Magnus informed the Forum members on the progress of the group. The Forum members discussed the topic and highlighted the following:

- Mr. Magnus explained to the Forum members that the Communication Working Group has made progress, but not at the pace projected. He attributed this to the working group being unable to meet and on occasion they did not have a quorum. Mr. Magnus told the Forum members that he had expected to give a close out brief at this meeting, but was going to need more time.
- Mr. Hoeft informed the Forum members that more time would be needed to launch the next survey. He felt that this summer would allow for enough time to get the word out among employees and would allow for a more effective survey. Mr. Molden raised concern on how communications were getting to employees.
- Mr. John asked if the Forum was under a deadline. Mr. Molden explained that the baseline survey was the only project due to headquarters. Mr. Hoeft also explained that headquarters regularly receives reports and metrics about the Forum's activities.

## **Update on Hiring Freeze**

The Forum members discussed the topic and highlighted the following:

- Mr. Molden told the Forum members that the hiring freeze had been lifted. He explained that funding levels were limited to fiscal year 2012. He explained that a merger was moving forward to avoid a RIF. Mr. Molden told the Forum members that 26 people would be moving into new positions and that 24 of those people have been placed. He also said that the Commanding General of MCBCP wanted all of the key players in place this week and that the rest of the people would follow sometime over the next several weeks, after the OPT. He told the members that Col Terando will now be dual-hated as the Chief of Staff for MCBCP and the region. Mr. Magnus added that on 23 March 2012 a change of command ceremony will take place and Col Marano will no longer be in command of the base.
- Mr. Molden told the members that if any BICs were given up by any organization they would be returned if unused. Mr. Molden explained that each organization can determine the priority on people and that RPAs would be setup on a first come first serve basis at the HRSC.

## **Update on PPE Issues**

The Forum members discussed the topic and highlighted the following:

- Mr. Molden wanted to know what the lingering issues were with the PPE issue. Mr. Hoeft recalled that ACS Facilities had created a draft policy and that Mr. Kelley was working on the procurement and pricing piece. Mr. Molden then expressed interest in Mr. Kelley giving the Forum members an update on the PPE issue.

## **New Business/ Agenda Items for Next Meeting**

The Forum members held a discussion on new business and agenda items for the next Forum. The following was discussed:

- Mr. Molden introduced the topic of contracts. He wanted to know how many exists on the base and how they get reported to the CO. Mr. Hoeft explained that usually only one week of notice is given to the Human Resources Office before any construction starts on the base. He said that this doesn't allow him enough time to give notice to the unions. Mr. Michael Jacobson added that the intent of the notification process was to involve the unions at the pre-decisional phase of a project. Mr. Molden expressed that it was really an educational issue for all involved and that the issue would be raised at the next staff meeting. It was also decided that all planned projects would be forwarded to Mr. Hoeft so he could notice the unions accordingly.
- Mr. Molden introduced the topic of making amendments to the LM Forum Charter. Mr. Molden suggested involving the soon to be former MCI-West staff as part of the Forum membership. Mr. Magnus felt that the current Forum membership represented all the key departments on the base. The Forum membership agreed to postpone deciding on the topic until the OPT was concluded. It was also agreed to postpone deciding on the rotation of the Chair position among Forum members, until the OPT was concluded.
- LtCol Dobbins introduced the new Deputy Provost Marshall Frank Atkins. He explained he would be replacing him at the Forum when he retires. Deputy Fire Chief Wilkerson also said he would no longer will be attending Forum meetings. He explained that the new Fire Chief Thomas Thompson would be replacing him at the next Forum meeting.

Mr. Molden concluded the Forum meeting.