



**MCB Camp Pendleton, Labor-Management Forum
May 18, 2011**

MEETING MINUTES

Member Attendees:

Charles Molden/CHRO	Jay Smith/CHRO	Michael Kelley/ Logistics
Terry Hoeft/CHRO	Anthony Reyes/NFFE 919	Herman Riley/ AFGE 1881
Patty Langdon/RCO SW	Pennie Leachman/WACO	Jennifer Gazzo/ WACO
John Magnus/ BPO		

Opening Remarks and Agenda

Mr. Charles Molden started the LM-Forum meeting and welcomed representatives from the Regional Contracting Office (RCO) and the Western Area Counsel Office (WACO). A copy of the agenda was distributed and presented to the Forum members. The following topics were presented:

- Personal Protective Equipment (PPE)
- CO Briefing on the LM Survey
- Hostile Work Environment
- USA Staffing Training

Personal Protective Equipment (PPE)

Mr. Molden recapped the last Forum discussion on PPE and the concerns the Unions raised. Representatives from RCO and WACO were present to aid in the discussion on PPE. The Forum members and invited representatives discussed the issue and highlighted the following:

- RCO representatives made it clear that the RCO didn't place limitations on PPE. However the RCO representatives noted that they would be willing to expand the PPE list, but the expansion must be in line with the minimum needs of the PPE requirement.
- Mr. Molden made it clear that the PPE policy should be consistent across the Marine Corps. Ms. Pennie Leachman of WACO discussed her handout and explained that the PPE policy should meet the standards for the worksite, employee and the environment.
- Mr. Mike Kelley told the Forum that CMCE should be the first source for boots and if needed the inventory could be modified to meet PPE policy.

- Mr. Molden told the Forum members that a SOP will be drafted with regard to PPE. He stressed that he wanted input from all interested parties. Mr. Terry Hoeft suggested that employees would go to CMCE first for boots and if they didn't fit they could receive a waiver. Ms. Patty Langdon stated that the SOP should make the process more efficient and be within the appropriate laws.

CO Briefing on the LM Survey

Mr. Molden discussed his briefing to the CO about the LM survey. The Forum members discussed the LM survey results and the following was highlighted:

- Mr. Molden said that the CO was happy with the overall results of the LM survey, but was surprised with the perception of the labor management relationship. Mr. Molden also expressed that the CO was not in support of us having a marketing event to bolster the perception. Mr. Molden explained the CO wants supervisors to be educated more on the labor management relationship. The Forum members discussed the possibility of expanding labor management education during new employee orientation and supervisor training.
- Mr. Molden asked the Unions for assistance in educating the employees on the labor management relationship. Mr. Molden expressed that the CO believes it is the Unions responsibility to educate its members on the labor management relationship.
- Mr. Molden also expressed the CO's concern with AFGE's blog that speaks badly about management. The Forum members were told that the CO would like respect to be seen from both management and labor representatives.
- Mr. Molden told the Forum members that they were free to share the LM survey results with their employees and members. Mr. Hoeft would be sending the results to Code 40.

Hostile Work Environment

Mr. Molden presented the issue of hostile work environment. The Forum members discussed the issue and the following was highlighted:

- The Forum members were informed that over the past two years the amount of hostile work environment cases were on the rise. There is a perception that employees are not being treated fairly by first line supervisors.
- Mr. Molden told the Forum members that there is a need to educate our supervisors about perceptions and the possibility of creating a hostile work environment. The Forum members were asked by Mr. Molden to help combat this trend. The Unions were asked to make sure that their members were using the supervisory chain of command and the grievance process.
- The Forum discussed some of the reasons why there could be a rise in hostile work environment cases. Mr. Smith suggested that many employees may not know the proper definition of a hostile work environment. Mr. Anthony Reyes explained that due to the current employment conditions there would continue to be a rise in grievances concerning this issue.

USA Staffing Training

Mr. Molden updated the Forum members on the USA Staffing system. He told the Forum that Charts system was scheduled to be shut down by June 27, 2011. Training for use of the USA Staffing system would be available to supervisors by June 2011. Training for all other employees would follow and would include how to create resumes, store them and search for jobs.

Conclusion and Follow-Ups

The Forum members concluded and discussed some follow-ups to current topics. The following was discussed:

- Mr. Molden thanked BPO for generating the executive summary for the CO.
- Mr. Reyes suggested that incentive programs be utilized to boost morale among employees. Mr. Reyes wanted the Forum to try and make sure that awards for employees be given fairly. Mr. Molden explained that a Forum policy could suggest the types of awards to be given for performance, but management could choose how to apply the award policy.
- Mr. Hoeft told the Forum that it was vital that the Forum metrics be discussed. He explained that the metrics should show the Forum's improvement or success. The Forum was told that the National Counsel's guidelines should be followed when generating and reporting the metrics.

Mr. Molden concluded the Forum meeting.

Future Meeting Date

The next meeting for Forum members will be at 1330 to 1530 on 6/14/11 at the CHRO.