



**MCB Camp Pendleton, Labor-Management Forum
April 21, 2011**

MEETING MINUTES

Member Attendees:

Charles Molden/CHRO Jay Smith/CHRO Michael Kelley/ Logistics
Terry Hoeft/CHRO Richard Kirby/NFFE 919 Michael Jacobson/AFGE 1881
David John/Facilities

Opening Remarks and Agenda

Mr. David John started the LM-Forum meeting and explained that he would be chairing the LM-Forum since Mr. Charles Molden couldn't attend. Mr. John stated that a quorum was present and the Forum could commence. A copy of the agenda was distributed and presented to the Forum members. The following topics were presented:

- Update on LM assessment survey
- Personal Protective Equipment (PPE)
- New items discussed
- Agenda items for next meeting

Update on LM assessment

Mr. Terry Hoeft distributed and discussed the results of the LM assessment. Mr. Hoeft introduced Mr. Mark Rembert and explained he would help elaborate the results of the LM assessment. The Forum members discussed the results of the LM assessment and the following was highlighted:

- Mr. Hoeft recalled a recent conversation he had with Mr. John Magnus and Mr. Mark Rembert about the results of the LM assessment. Mr. Magnus expressed that about 1/3 of the base's employees responded to the assessment. Within this conversation he also explained the assessment would remain open until 3/31/11, allowing for more employees to respond.
- Mr. Rembert detailed the results of LM assessment to the Forum members. He explained that a high number of responses came from supervisors. It was suggested that computer access may have contributed to this result. Mr. Richard Kirby suggested that WG employees may have not shown significant participation, because they don't possess CACs with access to government computers. Mr. Rembert told the Forum that NAF employees also had a high

response rate. The suggested explanation was that they have a large population on the base. Mr. Hoeft explained that the NAF employees were not a target audience and have their own Forum to represent them. It was suggested that their responses could be removed from the results to show an accurate accounting of the target audience.

- Mr. Molden joined the Forum during the discussion and was briefed on the current topic. At this point Mr. Molden assumed the position of chairman of the Forum.
- Mr. Hoeft noted that the assessment showed that employees felt positive about their work and their positions on base. Mr. Hoeft explained that the results also showed that the employees don't understand the relationship between management and the unions. Mr. Hoeft told the Forum that this could be an area where an impact could be made, through education.
- Mr. Rembert addressed the following areas of concern: bargaining unit participation, supervisory participation and assessment access. He made it clear that another assessment would not increase the statistical significance of the results. Mr. Michael Kelley suggested that the areas of concern could be addressed by weighing the significant data more heavily. He expressed that the results were important because they would set the benchmark for the Forum.
- The Forum members all agreed not to redo the assessment. Mr. Molden suggested that another assessment will not be conducted until next year. Mr. David John suggested that an executive summary of the assessment should be drafted by Mr. Magnus explaining the results clearly. Mr. Molden said the executive summary would not be posted until the CO could be briefed first about the assessment results.

Personal Protective Equipment (PPE)

Mr. Jacobson discussed the issues of PPE to the Forum members. The Forum members discussed the issue and highlighted the following:

- Mr. Smith distributed and discussed an email which addressed PPE within 20 CFR 1910.132(a). Mr. Smith explained that management needs to be clear if the employees' clothing is PPE or a uniform. Mr. Smith told the Forum that defining the clothing as PPE or as a uniform would mean different obligations for the agency and the employees.
- Mr. Jacobson explained to the Forum members that there has been confusion and conflict among the policies regarding the definitions of PPE and uniforms. Mr. Jacobson expressed that it was his intent that management provide PPE, not uniforms. He also wanted the definition of PPE to be expanded upon and well defined. Mr. Jacobson provided the following links in his explanation of PPE:

<http://roofinfo.com/posts/new-osha-rule-update-employer-payment-for-personal-protective-equipment-64>

http://www.osha.gov/dts/osta/otm/otm_viii/otm_viii_1.html

<http://www.osha.gov/Publications/osha3151.pdf>

The above links were shown and discussed among the Forum members using a flat screen television.

- Mr. Molden explained that this issue would be best resolved outside the Forum. He felt that CHRO was the proper venue to seek resolution. He volunteered to have a meeting with the Regional Contracting Office (RCO) representative and discuss the issue of PPE. Mr. Molden told the Forum he would report the details of his meeting to the members.

New Items Not on the Agenda

The Forum members discussed new topics not listed on the agenda. The following was discussed:

- Mr. Molden discussed the current hiring freeze and said that essential personnel associated with computers and the MCCLEP program would start to be hired. PMO has been asked to identify which functions the military can't cover.
- Mr. Molden informed the Forum that USA Staffing will be replacing the CHARTS system by June 2011.
- Mr. Molden explained that the OPT has been completed at HQ. It has been decided that the Marine Corps will be moving forward with realignment of the base and region. He made it clear to express that no RIFs and or personnel would be losing their jobs.

Conclusion and Follow-Ups

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

- Mr. John distributed a policy on boots for the Forum members to review and discuss at the next Forum meeting.
- The Forum members decided that a draft or a complete version of an executive summary would be prepared by BPO and ready for the Forum to review.
- The Forum members also discussed the possibility of developing some educational lectures designed to inform the employees about labor relations.
- Mr. John told the Forum that a letter was being draft for OPM to justify a special salary rate for waste water personnel. It was explained that the special salary rate would help with salary iniquity and recruitment.

Mr. Molden concluded the Forum meeting.

Future Meeting Date

The next meeting for Forum members will be at 1330 to 1530 on 5/18/11 at the CHRO.