

## CAFB observes Military Family Week

Sunday through November 26 has been declared Military Family Week, and Charleston AFB has scheduled a variety of events to celebrate:

### Family Support Center 963-4406

■ Covey's "The 7-Habits of Highly Effective Families" Seminar, 28-29 Nov, 8:30 a.m. to 4 p.m. (limited space)

### Youth Programs 963-5684

■ School Age Program Parent Breakfast (coffee, juice, muffins), Monday, 6:30-7:15 a.m. Parents are provided the opportunity to enjoy breakfast with their enrolled School Age Program child(ren)

■ School Age Program Open House, Tuesday, 3-6 p.m. Family members are provided the opportunity to visit the SAP environments, visit with their child(ren)'s teachers, experience hands-on activities, and enjoy light refreshments

### Child Development Center 963-4366

■ Parent/Child Thanksgiving Feast, Tuesday, 11:15 a.m. to noon. Parents are invited to enjoy a Thanksgiving lunch with their enrolled CDC child(ren)

■ Parent Breakfast, Wednesday, 8-8:45 a.m. Parents of enrolled CDC children are invited to enjoy breakfast with their child(ren)

### Family Child Care 767-2134

■ FCC Open House, Tuesday, 9 a.m. to noon. Open to anyone interested in seeing the quality of care being offered in FCC homes. Visit one or all of the homes listed: 1717 Frick Ave., 1811B S. O'Neal Ave., 2204B Lawson Dr., 1850A Jones Cir., and 1309 Hitchcock Ave.

### Starlifter Lanes 963-3315

■ Family Bowling (all day during open bowling), Sunday through Nov. 26, \$.25 a game per person, free shoes. Children must be with parents.

### Outdoor Recreation 963-5271

■ Christmas Outlet Shopping Trip to Myrtle Beach, Saturday. (Must RSVP)

■ Family Climbing Day, Tuesday, 5-7 pm. \$20 for the entire family (six people maximum per family)

■ Christmas Outlet Shopping Trip to Hilton Head, Wednesday (Must RSVP)

### Wrenwoods Golf Course 963-4174

■ The Golf Course will offer range tokens to junior golfers accompanied by their parents, Sunday through Nov. 26.



**Securing the mission** Staff Sgt. Sean M. Worrell, 1CTCS

Senior Airman Timothy Stawski, 437<sup>th</sup> Aerial Port Squadron Mobility Flight, secures an aircraft engine onto a K-loader that came off of a Charleston-based C-17 Globemaster III, while deployed to Prince Sultan AB, Saudi Arabia, in support of Operation SOUTHERN WATCH.

## Charleston receives honorable mention for partnership award

Charleston's improving relationship with Local 1869, American Federation of Government Employees, the official bargaining unit for base civilian employees, was recognized with an honorable mention for the 2000 John N. Sturdivant National Partnership Award. Charleston was one of only four agencies to receive the special mention. Forty-one nominations were submitted for the 2000 award, which was renamed in 1998 to honor the late John N. Sturdivant, former President of AFGE and one of the driving forces behind labor-management partnerships, according to an AFGE news release.

To recognize and promote outstanding partnerships in the executive branch, the National Partnership Council established the award in 1995 to highlight successes in areas that save money, increase productivity and improve customer service.

Relations today between management and the union are characterized by trust and communication, according to Charleston's award package. "Significant increases in productivity are a byproduct of the enhanced relationship. Besides the savings in litigation costs and use of official time, it has made base personnel keenly aware of the advantages of a collaborative relationship versus one based on compliance."

"AFGE Locals continue to walk away with awards at the John N. Sturdivant Partnership Awards," said AFGE National President Bobby L. Harnage. "The awards represent hard work and sacrifice federal employees put into labor-management partnerships in the federal government."

Harnage is scheduled to be a guest speaker in the Charleston Club Nov. 29 at 11:30 a.m. Anyone interested in attending the luncheon can call 963-4501 or 963-5765.

## LMR

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"It's not always going to be easy and I can't say we'll never have another unfair labor practice, but with our new approach, hopefully those instances should be rare and infrequent," Kaan said.

He added that relations with the base and AFGE Local 1869 have improved because communications and education between the two has increased as a result of a new strategic plan.

Relations with the union and supervisors have improved in the past year to the point where no unfair labor practices and only two grievances have been filed since March 1999. The improvement has been so dramatic that the base was awarded an "honorable mention" for the 2000 John N. Sturdivant National Partnership Award.

Richard Egal, president of AFGE Local 1869, said the training has been an outstanding initiative.

"The training gives management and supervisors a different perspective," he said. "It gives everyone a better appreciation of the rights of civilian employees and their union."

Owens said the characteristics of our civilian workforce have dramatically changed over the years. Most civilian employees are considerably older than their supervisors. Complicating matters was the loss of 270 civilian positions in the past five years.

"In five years, more than 45 percent of civilians will be eligible for retirement," Owens said. Those stres-

sors were factors in why relations with Local 1869 needed to be improved, since 680 civilians are covered by Local 1869.

Owens said management and the union are committed to the same goal of taking care of their people. "We should err on the side of providing too much information to the union, rather than less. The more the union knows in a changing situation, the more they can help. The better informed our workforce, the better our relationship."

Local 1869 decided where to place shop stewards in the various areas, mostly in those squadrons and flights where there are many civilian employees.

"Think of your union shop steward as an opinion leader," Owens said. Realize that some people will talk to their union representative instead of talking to you. Don't see that as a negative, use that to your advantage and continue improving communications."



Photo by Lt. Col. Ed Memi

**Mike Petersen, chief counselor for the Equal Employment Opportunity and a vehicle maintenance supervisor in the 437<sup>th</sup> Transportation Squadron, discusses implementation procedures for an alternate dispute resolution panel with Local 1869 AFGE representatives and supervisors Tuesday.**