



**ALASKA NATIONAL GUARD
LABOR-MANAGEMENT PARTNERSHIP COUNCIL CHARTER
22 Oct 2012**

The Alaska National Guard and the Association of Civilian Technicians (ACT), Alaska Chapter #84, enters into this partnership with the spirit of continual cooperation.

PARTNERSHIP

The Alaska National Guard Labor-Management Partnership council is a cooperative venture based on honesty, trust, and mutual respect, where the team is dedicated to enhancing organizational readiness. We will promote those principles and practices that will contribute to an improved working environment for all employees. The partnership council will establish processes to identify problems and challenges, and develop workable solutions to promote cooperative working relationships. The council will demonstrate a positive committed approach and joint ownership of concerns and solutions.

MEMBERSHIP AND APPROACH

We agree to the formation of a state level Labor-Management Partnership Council composed of ten members, with equal numbers of representatives from Management and the Labor Organization. The AKNG-HRO and the President-ACT will co-chair the council. It is our intention this council has the responsibility and authority to develop and initiate action plans for achieving mutually shared goals. This council will function as the principle forum for management and labor collaboration on issues that have state-wide application. Although the mechanics for operation of this council should be developed by the council, all decisions of the council will be arrived at through a consensus of the council membership.

OBJECTIVES

- a. To involve both management and labor representatives as equal partners in the identification of problems and the development and implementation of solutions to accomplish the mission of the Alaska National Guard.
- b. To share information at the earliest possible opportunity and afford the Labor Organization the opportunity for involvement regarding significant changes in personnel policies, practices, and conditions of employment.
- c. To promote joint training in partnership skills for use in the problem-solving sessions. The skills/training should focus on consensus problem solving.
- d. Review accomplishments, interests, and measure the progress at regular intervals.

THOMAS H. KATKUS
General, (AK) AKARNG
The Adjutant General

CHARLES E. HOOPER
President, Civilian Association Technicians
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