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Mr CIV USA TRADOC USAREC

From: (b)(6) MIL USA TRADOC USAREC
Sent: Friday, November 07, 2008 10:56 AM
To: (b)(6) Mr CIV USA TRADOC USAREC
Subject: [U] FW: Duty Day Violation Counselings

Importance: High

Categories: UNCLASSIFIED

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See belwo is this it?

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-----Original Message-----

From: (b)(6) MIL USA TRADOC USAREC
Sent: Wednesday, July 02, 2008 9:11 AM

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Subject: [U] Duty Day Violation Counselings
Importance: High

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Commanders and 1SGs,

Need to get this out to all. In last month, I've received too many calls on key leaders violating our duty day policy (ie bringing folks in at 0530-0630 in the morning and folks not leaving until 2100-2200 at night, no full weekend off each PL, random calls to home to get folks back to work at odd hours, etc). Whatever the excuse is unacceptable to me so consider this email a counseling to all and any further violations will require F2F with me. No one is authorized to violate our duty day policy without my approval. No exceptions!

We are in a tough period in recruiting but I expect all leaders at all levels to still treat our Soldiers and their families with utmost care and consideration. Also, if you have given folks birthday and anniversaries off in the past, make sure you have a policy so that it is clear what the right and left limits are for additional days off. I've received 3 calls in last 30 days on folks that were promised birthday and/or anniversary off and were called back to work on the day of the anniversary and during the birthday and/or anniversary party when they already had family and friends at their homes. Absolutely poor leadership tactic so let's watch ourselves.

Soldiers must be able to plan their lives around recruiting and must have some predictability despite our long hours. I expect everyone to micro-manage time so that

everyone still works long hours (no more than 13 hours a day) and can still enjoy some quality family time. I've seen too much reactive planning on e-planners and that is our problem...we are not managing time but simply reacting to time lost due to poor management. There is zero tolerance for abusive leadership in this battalion so need everyone to do a micro-check of each station to ensure compliance.

I am also getting numerous calls on recruiters being called "dirtbags" or "useless" when they do not accomplish mission each month...in one case, a recruiter overproduced two months with 3 contracts each and then did 4 on the third month and on the fourth month rolled a zero....he was called a dirtbag and useless AND his wife was listening in on the phone call, etc.....again, this type of tactic is not leadership and must cease immediately. I will be looking closely at our climate to ensure we do not allow our culture to migrate towards the negative so start fixing this problem now. Keep charging but with absolute integrity, positive leadership and with mission first, family always mentality always...nothing less! Let me know if any questions....thx.....

v/r

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US Army Houston Recruiting Battalion

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"First To Strike"

"Balance The Day, Balance The Week....Meet Or Exceed YTD Mission Accomplishment At Or Before Each Phaseline!"

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