

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

12 – 13 March 2019

Arnold Air Force Base, Ohio

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 53rd meeting from 12-13 March 2019, at Arnold AFB TN. Ms. Patricia Young, AFMC/CA, and Mr. Troy Tingey, President, AFGE Council 214, co-chaired the meeting. A list of action items, the agenda, and membership roster are included. Mr. Thaddeus Wallace was unable to attend due to weather. All other members were present. Mr. Tom Sizemore and Ms. Amanda Stroop from the Arnold AFB Labor Relations office participated as guests.

1. Opening Remarks: Mr. Randy Shaw, HQ AFMC/A1KL, introduced everyone participating as guests. Mr. Shaw informed the participants this would be his final PC, as he would be retiring at the end of the month. Ms. Young and Mr. Tingey welcomed attendees to the PC. Mr. Tingey commented on Mr. Shaw's work on the PC and thanked everyone for their time and participation. Ms. Young thanked everyone for attending and supporting the PC. She also recognized Mr. Shaw's work with the unions and the PC, stating that the Air Force Materiel Command is the first stop for the Department of Defense and Air Force when it comes to labor relations.

2. Arnold Engineering Development Complex Mission Brief – Mr. Wayne Ayer, AEDC/DV

Mr. Ayer welcomed everyone to Arnold AFB. He discussed the history of Arnold AFB and mission of the AEDC. Mr. Ayer also described the challenges that the AEDC faces. Those challenges include an aging workforce, recruitment of new personnel, and the deterioration of unique items specific to the testing facilities at Arnold AFB. Mr. Ayer was asked about the relationships with the local colleges and schools. He stated the relationship with the University of Tennessee is really strong. He also commented that the establishment of the University of Tennessee Space Institute involved Arnold AFB.

3. Civilian Associates Degree Program – Ms. Linda Capraro, HQ AFMC/A1DC and Mr. Mitch Clark, HQ AFMC/A1D

Ms. Capraro provided an overview of the Civilian Associates Degree Program (CADP). She discussed the changes to the civilian development education (CDE) portfolio for the 2020 academic year. Ms. Capraro also discussed the AFMC CDE campaign, to include the expected outcomes, target audiences, and approach for accomplishing desired results. Ms. Capraro also addressed the change in the CDE application process, where Air Force required submission of all applications through the MyVECTOR website. Mr. David Robertson, AFTC/CA, discussed the application process within MyVECTOR, stating the process is non-sequential. Mr. Kevin Stamey, AFSC/CA, identified that within the process, an employee is responsible for identifying the endorser of his/her application. Ms. Young commented that Mr. Clark has been engaged since the transition to MyVECTOR and recommended improvements to AFPC. Mr. Bill Snodgrass, HQ AFMC/A1, discussed the requirement for both employee and supervisor to have

a MyVECTOR account. He also stated that with this transition, there are some “growing pains” and Mr. Clark’s team was working to create training videos. Mr. Snodgrass asked the union to assist in keeping the workforce from becoming frustrated with the application process. Mr. Tingey asked if the endorsers for applications are a local person. Ms. Young stated that the endorser is someone in the employee’s chain of command. She also asked if it was possible for the contractor to create an individualized report for AFMC, versus the summarized report we currently receive. Mr. Snodgrass stated that we would discuss two issues with Air Force.

AI 19-03-01: Address challenges on the use of MyVECTOR with Air Force.

AI 19-03-02: Request real-time capability in MyVECTOR for organizations to have visibility into current status of applications.

Ms. Capraro recognized the support and advertising efforts of the AFSC/DP office. Ms. Young and Mr. Snodgrass both echoed Ms. Capraro’s comments about AFSC’s efforts. Mr. Snodgrass requested distribution of AFSC’s CADP e-advisory to the other Center DPD offices.

AI 19-03-03: Send out marketing e-advisory on CADP developed in AFSC/DP to other Center DPDs.

Ms. Capraro finished her briefing by discussing the results of the 2018 CADP and the CADP brochure developed by Air University.

4. Air Force Employee Assistance Program – Mr. David Taylor, HQ AFMC/A1R

Mr. Taylor discussed the services provided by the Air Force Employee Assistance Program (EAP). He addressed the actions his office has taken and plans to inform the workforce of EAP’s services, to include sharing an EAP brochure with AFGE to help with advertising the program. Mr. Taylor reviewed the EAP usage statistics. Mr. Tingey asked why supervisors are not utilizing the EAP. Mr. Taylor stated his belief was that supervisors were not aware of the services which the EAP offers specifically for supervisors, but his office plans to make that a point of emphasis in their efforts to inform the workforce. Mr. Snodgrass reiterated the plan to market the EAP to supervisors not only to ensure they take care of themselves, but also taking care of their employees. Mr. Taylor identified the correlation between a decrease in EAP usage and the losses of the EAP program manager at Eglin and EAP counselor at Wright-Patterson. He clarified the statistics regarding the utilization by installation statistics was capturing “touchpoints” versus employee utilization. Ms. Young stated the EAP was briefed at the Senior Leaders’ Conference (SLC) and a discussion was held regarding ways to get the word out. She commented one of the ideas from the SLC was to ensure spouses attended those types of events. Mr. Tingey expressed that was a good idea as it could lead to supervisors talking more about things at home. Mr. Snodgrass asked if AFGE thought the employees were receiving information on the EAP or if they needed to increase advertising on it. Mr. Tingey stated he saw an increase in advertising for the EAP at Hill.

AI 19-03-04: Provide feedback on if employees are receiving information on EAP.

AI 19-03-05: Send email to PC members with the link for accessing EAP through Facebook

AI 19-03-06: Research why data shows low usage of EAP by supervisors.

Mr. Snodgrass brought up the use of employee testimonials when advertising the CADP. He requested union PC members email recommendations of employees who might be willing to provide testimonials of their experience with the EAP.

AI 19-03-07: Provide recommendations for testimonials from employees who have used EAP.

5. Federal Employee Viewpoint Survey – Capt Sara Esau, HQ AFMC/A1

Capt Esau summarized the purpose of the Federal Employee Viewpoint Survey (FEVS) along with how the Office of Personnel Management (OPM) conducts the FEVS. She stated this year the survey was sent to all employees instead of a random sampling, resulting in an increase of 8,000 responses in AFMC. She also pointed out AFMC responses mirrored AF responses on every topic except for Merit Promotion. Mr. Carl Dahms, AFGE Local 916, commented about the low response rate of the Wage Grade (WG) workforce and identified hardships for them to respond. He asked about efforts made to increase the responses from WG employees. Mr. Snodgrass stated the same questions came up during the SLC and asked if anyone had any ideas on how to increase the response rate from WG employees. He also provided a few ideas about advertising the FEVS to increase WG involvement. Mr. Tingey said a possibility could be to provide a dual endorsement of the FEVS, one coming from senior leaders and the other coming from union leadership. Mr. Stamey discussed employee surveys at Northrup Grumman and how they differed from the FEVS. Mr. Snodgrass commented on the possible use of the Q12 “Gallop” Survey.

AI 19-03-08: Review process for advertising the FEVS and potential of dual endorsement.

AI 19-03-09: Provide an update on potential use of Q12 Survey “Gallop” in AFMC.

Mr. Dahms stated the perception of the FEVS being a waste of time needs to be changed. Ms. Young said that it takes six to eight months for OPM to share the results. She said that when she asked AF about timely results, they assumed that AFMC conducted its own survey. Mr. Snodgrass stated we need to find the “sweet spot” with surveys, identifying the appropriate survey and at which level to survey. Mr. Borders commented he does not receive survey results when he submits requests for them.

AI 19-03-10: Provide requests for survey results which have been requested but not received.

Ms. Young and Mr. Stamey both stated the importance of looking for trends or themes in the survey comments while maintaining the anonymity of the survey. Mr. Dahms asked who was responsible for targeting the issues identified in the survey. He stated training appears to be a common issue among all responses, despite the categorical breakout. Ms. Young stated that AF is committed to training, discussing a new supervisory training AF is testing. Mr. Snodgrass

identified the issues may not fully represent the viewpoint of employees due to the lack of WG response, but we have to use what we have.

AI 19-03-11: Share WG employee data if FEVS can be broken down by employee category.

Ms. Young commented on the difficulties faced in receiving AFMC data from OPM. Mr. Robertson stated the Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCS) might be better to use. Mr. Tingey commented that having the proper tools appears to be a major issue as well.

6. Recruiting Update and Metrics – Ms. Joyce Labenski, HQ AFMC/A1KK

Ms. Labenski provided an overview of the 2019 fiscal year recruiting events. She identified the addition of new recruiting tools implemented so far during the fiscal year. Mr. Stamey asked how an employee or potential applicant would find out about recruiting events or if there was a link that could be shared for the virtual career fair.

AI 19-03-12: Provide the link to the website that is used for virtual career fairs

AI 19-03-13: Review and provide an update on how we market job fairs internally and externally.

Ms. Labenski provided details for the upcoming virtual career fair. Mr. Snodgrass stated that AFPC was running the marketing for the career fair and the Center DP offices were involved in the fair as well.

AI 19-03-14: Provide a breakout of the different jobs targeted for fill at upcoming recruiting events

Ms. Labenski discussed partnering with AFPC and how AFMC metrics align with AFPC's. Mr. Snodgrass said we were making sure we had the right people in the room for recruiting events. Ms. Young talked about the hardships we face in recruiting, speaking to private sector salaries and the talent level of applicants. Mr. Snodgrass said they would look at the results of these events and whether it would be useful to expand or focus on specific jobs. Mr. Kris Borders, AFGE Local 1406, asked if applicants applied through LinkedIn. Ms. Labenski explained how the process differed depending on how management filled the job. Mr. Tingey asked if AFMC is tracking new recruits and how well they are retained. Mr. Snodgrass stated his office is still looking into ways to capture and analyze that information. He discussed a few of the items being looked into regarding capturing the needed information.

7. Voluntary Protection Program – Ms. Patricia Young, AFMC/CA

Ms. Young reminded the PC members of the Voluntary Protection Program (VPP) briefing given at the previous PC meeting. She stated during that briefing it was asked how AFMC would proceed with VPP. She explained there are a number of Command initiatives, to include VPP, which will not be decided upon until a new AFMC/CC arrives. She also recognized there are

different views of how to proceed with VPP across the enterprise. Ms. Young expressed her desire for a briefing allowing the new AFMC/CC to make a decision of how to proceed with VPP, if it should be a Command-approach or pushed to the Centers to make the decision to continue VPP. The PC members provided their opinions on the way ahead with VPP. Ms. Young stated she would like to see this matter closed out before the Joint National meeting scheduled for this fall.

8. Future of Air Force Clubs – Mr. Kevin Huwe, HQ AFMC/A1S, and Mr. Jonathan Boyd, AFSVA/SVOFN

Mr. Huwe provided an overview of the AF Clubs financial status from the past five years. He identified Robins and Hill have large Bingo programs, which play a major factor in the status of the Clubs at those installations. He also discussed the process that places a Club under review by the AF Services Agency (AFSVA). Mr. Tingey asked about the process when closing or contracting out clubs, specifically if a MAJCOM is involved. Mr. Snodgrass stated the installation would work directly with the AF Installation and Mission Support Center and it would then get to the AFSVA. He also stated the MAJCOM is aware, but only provided information for situational awareness. Mr. Robertson inquired about other avenues in which the Clubs could be supported. Mr. Huwe stated there is not much more than utility reimbursement, which the Installation can provide. He provided his opinion on the cost of labor becoming too high and difficulty in recruiting a qualified workforce for the current Club model to be sustainable. Mr. Boyd briefed the trends and changes occurring with AF Clubs. He addressed the changes required for the Clubs to meet the needs of today's Airmen. Mr. Snodgrass stated Clubs lost many dues paying members in the transition to the new loyalty program. Mr. Boyd echoed this, stating they lost 50-60% of members in the transition. Mr. Snodgrass discussed how event centers appeared to be the way of the future. He also stated he wanted the unions to be aware of the challenges the Clubs were facing. Mr. Shaw asked the unions to help get the message out at the local level about these challenges and possible changes. Mr. Tingey said at Hill, he saw employees reassigned from the Club to the golf course to ease the closing of the Club there.

9. Management Directive 715 –Ms. Molly Fore, HQ AFMC/A1KK

Ms. Fore gave an overview of the Affirmative Employment Program (AEP), which analyzes demographic trends of the civilian workforce across an installation. Mr. Stamey asked if they looked at the demographics of potential applicants graduating from schools. Ms. Fore stated they review the current workforce with the population as a whole, graduating classes' populations, and local area trends. She then went on to discuss Special Emphasis Programs (SEP). Mr. Tingey asked how an employee becomes a SEP manager (SEPM) or SEP committee member. He also expressed concern with SEP committees not fully representing the workforce, specifically having GS employees provide input for WG employees. Ms. Fore explained the process for SEPMs appointments and discussed how a SEPM committee should have members who represent the entire workforce.

AI 19-03-15: Provide a list of SEPMs and SEP committee members at the installations to PC members.

Ms. Fore went on to describe the Management Directive (MD) 715 report, discussing the information captured and the purpose of the information. She also stated the report identifies significant trends and identifies actions plans to eliminate barriers to employment. Mr. Snodgrass stated his team would look into what actions the Air Force takes based on the MD 715 report.

AI 19-03-16: Follow up with Air Force on what actions are taken based on the MD 715 report.

10. Performance Management – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons reviewed the three action items related to performance management from the previous PC. She identified the actions taken to address each of the actions items and recommended closing out all of them based on those actions. Mr. Dahms stated he was working with the training office at Tinker regarding performance standards training. He also said that he was working with local management to develop appropriate performance standards. Mr. Tingey stated there were forty arbitrations scheduled at Edwards related to the matters covered in the three action items. Mr. Dahms stated employees were still on the same performance plans as when they first identified these issues. Mr. Borders stated performance plans needed updated to address current jobs, not based on a twenty-year-old Personnel Document.

AI 19-03-17: Provide examples of poorly written performance plans.

Mr. Stamey discussed how performance plans were standardized. He stated they met the SMART criteria, but were generic enough for use in multiple jobs. Mr. Good said there might be two items to look at, training availability and training usage. Mr. Tingey commented how it is not just about training availability, but also training usage. He also stated Hill lacked grievances related to performance standards.

Ms. Lyons provided statistics on the fiscal year 2018 results of the Contribution-based Compensation and Appraisal System (CCAS). She also discussed the FY19 AcqDemo cycle and the DPMAP closeout timeline. Ms. Lyons explained awards processing information and looked ahead to the 2020 DPMAP appraisal cycle. Mr. Tingey asked how employees are receiving AcqDemo. PC members provided opinions on how employees view AcqDemo.

11. Mixed Jobs – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons explained the definition and classification of mixed jobs. She explained the importance of mixed jobs in recruitment, selection, placement, promotion, and reduction in force purposes. She provided examples of how mixed jobs would be applied using different scenarios. Ms. Lyons then discussed the pros and cons of mixed jobs. Mr. Tingey asked how a grade level is determined on a mixed job and about minimum qualifications for a mixed job. Ms. Lyons explained the grade would be set at the higher of the two jobs and an employee must spend 25% of their time on a job's duties for it to qualify for grade setting. Mr. Tingey recognized this would create a more fluid workforce.

12. AFMC Civilian Hiring Update – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons began by talking about corrections to personnel actions, which would be required with the processing of the pay increase recently signed into law. She stated that between 8,000 and 10,000 actions have occurred since January 6th that would be impacted by the pay change and within grade increases would be suspended beginning March 17th. Mr. Snodgrass stated there were 29,000 actions processed AF-wide. Ms. Lyons also discussed setting up a corrections team to help with the processing of corrections. Ms. Lyons then provided information on the realignment of the AFPC operating locations (O/Ls) under AFMC. She discussed employee engagement, resources, process changes, and metrics for the O/Ls. Ms. Lyons described other AFMC initiatives to include the non-comp cell, centralized selection, and resume review automation. Mr. Tingey asked about who had the ability to use direct hiring authority (DHA) and expedited hiring authority (EHA), specifically if a supervisor would have to receive approval from leadership to hire a person under that authority. Mr. Stamey responded that in AFSC the supervisor has that authority and would not need to seek approval from his or her leadership to use or make a selection under DHA or EHA. Mr. Steve Allen, AFGE Local 2221, asked if the use of DHA and EHA was only for acquisition-coded positions and other PC members informed him that usage was not limited to those positions—there are a variety of DHA and EHA authorities that extend beyond acquisition-coded positions. Mr. Allen also commented about how he saw hiring timelines impacted by a position’s functional alignment. He stated how in his organization, he saw a focused effort to fill engineering positions resulting in those being filled significantly faster than other positions. Mr. Snodgrass commented on how an organization’s forecasting of vacancies significantly impacts position fill times.

13. Liability/Coverage During TDYs – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw stated the reason for this briefing was due to a question he received from a member of the PC. He went on to discuss worker’s compensation coverage while a person is TDY. He provided examples of activities and times when worker’s compensation would cover an employee, as well as examples of when it would not cover an employee. Mr. Shaw also listed the specific details needed in order for the Department of Labor (DOL) to make a decision for an employee’s claim while in a travel status. He reiterated the examples he provided did not guarantee coverage, as each claim submitted to DOL would be reviewed case-by-case.

14. Wage Grade Training and Development Initiative – Ms. Patricia Young, AFMC/CA

Ms. Young began her discussion by letting the other PC members know the slides were not included in the binders and she would email them to everyone.

AI 19-03-18: Email the Wage Grade Training and Development Initiative briefing slides to the PC members.

Ms. Young continued by sharing Air Force’s Federal Wage Survey team composition and discussed the briefing to the Civilian Force Development Panel. She then explained she was looking to put together a team to assist with understanding Wage Grade (WG) development, recruitment, and retention by surveying the WG workforce. Ms. Young asked who from AFGE

Council 214 should be involved in this team. Mr. Stamey asked if this was being looked at from a classification perspective. Ms. Young said that a separate team is looking at the classification angle. She also stated they needed to gather data and develop a survey to collect the information from the WG workforce. Mr. Blackhurst talked about how there is no outside expert on the WG workforce and that is problematic. He stated within AFRL they conducted a study to determine what would keep AFRL competitive and to look into what the workers wanted which they were not providing. Ms. Young said they would need to gather input from each Center. Mr. Tingey stated he would provide names of personnel to provide input.

AI 19-03-19: Provide representatives from each ALC to serve as survey team members.

Mr. Dahms stated he thought it was a good idea that we focus on WG development, as people in that system need a path for career growth. Mr. Blackhurst said we needed to collect information from outside companies to see what they are doing for their workforce. Mr. Stamey stated the vocational and technical schools are asking what we need and tailoring their courses to fit our needs.

15. AFGE Legislative Update – Mr. Troy Tingey, AFGE Council 214

Mr. Tingey provided details about the AFGE Legislative Conference. He explained how the conference started on the first day after the partial government shutdown ended. He stated that AFGE representatives met with the chairs of the depot caucus and various appropriations committee members. He said their discussions included the challenges facing organic industrial bases, the return of the Budget Control Act and possible sequestration in 2020, the backlog of security clearance investigations, and the recruitment and retention of STEM and depot employees. Mr. Tingey discussed how they would be going back on 23 March to have more talks. He spoke about creating books for training and educating lawmakers about organic industrial bases. Mr. Tingey also discussed how they needed to communicate the importance of EHA and DHA. Mr. Snodgrass asked if providing information on EHA and DHA usage in AFMC would be useful. Mr. Tingey stated it would be beneficial and stated to send it to him and Ms. Sheila McCready.

AI 19-03-20: Provide information on the use of EHA and DHA within AFMC to Mr. Tingey and Ms. McCready.

Mr. Tingey expressed concern over a program dealing with employees being “at will.” He informed the PC that Ms. McCready was no longer with AFGE national, but she was working for AFGE Council 214.

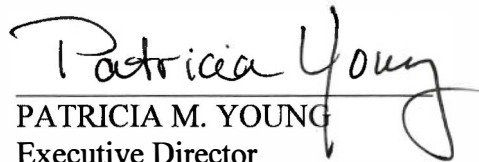
16. Action Item Review/Wrap-Up – Mr. Bob Good, HQ AFMC/A1KL

Mr. Good reviewed each of the pending AIs and provided an explanation of the actions taken to close each item. All AIs were closed.

Mr. Shaw then reviewed all of the new AIs identified during the meeting. He stated a few of the AIs required rewording, but the intent was captured. He then asked if anyone had anything they

would like to add. No one responded with any additional AIs. Ms. Young and Mr. Tingey thanked participants for attending. They also discussed scheduling the following PC for the week of 3 June.

Minutes Approved By:


PATRICIA M. YOUNG
Executive Director


TROY TINGEY
President, AFGE Council 214

Action Items from Previous PC's			
AI#	Description	OPR	Status
18-10-01	Provide examples and review discipline concern with BUE's at WPAFB for reporting late for duty due to delays at the gates.	AFGE - L1138 AFMC/A1KL	CLOSED
18-10-02	Contact Air Staff to get an update on the consideration of adding civilian defenders to help with installation entry control.	AFMC/A1	CLOSED
18-10-03	Contact local Communication Squadron leadership to find out what is driving the requirement to reclassify 0318s and how many being impacted.	AFMC/A1KL	CLOSED
18-10-04	Provide specific examples of Edwards AFB BUEs not getting assistance through EAP when requested.	AFGE - L1406	CLOSED
18-10-05	Provide PC members the EAP stats broken out by category (e.g. employee / family member, etc.)	AFMC/A1R	CLOSED
18-10-06	Provide update on progress in getting the word out on available resources pertaining to EAP & other helping agencies.	AFMC/A1R	CLOSED
18-10-07	Send PC members EAP 4 th quarter data and additional breakout by employee.	AFMC/A1R	CLOSED
18-10-08	Tailor training to assist supervisors in writing DPMAP performance plans.	AFMC/A1KL AFSC/DP	CLOSED
18-10-09	Send email to remind personnel the appropriate timeframes to update DPMAP performance plans.	AFMC/A1KL	CLOSED
18-10-10	Review requirements for DPMAP super users and grant access where appropriate.	AFMC/A1KL	CLOSED
18-10-11	Provide Personal Assistance Service Guide to PC members.	AFMC/A1KQ	CLOSED
18-10-12	Send Mr. Wallace previous PC info pertaining to 2-Year Associate's Degree program.	AFMC/A1KL	CLOSED
18-10-13	Request explanation of the data on the number of WG quotas vs GS quotas.	AFMC/A1D	CLOSED
18-10-14	Provide 2-Year Associates Degree Program marketing flyer to AFGE to assist with marketing the program.	AFMC/A1KL AFMC/A1DS	CLOSED
18-10-15	Contact Air Staff to address work around for hiring personnel with requirement for SCI clearance.	AFMC/A1	CLOSED
18-10-16	Provide a copy of the BCA on multi-trades with Mr. Tingey.	AFSC/CA	CLOSED
18-10-17	AFMC/A1K partner with AFSC to look at multi-skilling options.	AFMC/A1KK AFSC/DP	CLOSED
18-10-18	Contact AFPC recruiting cell to obtain any additional recruiting metrics being tracked to determine if beneficial to share.	AFMC/A1KK	CLOSED
18-10-19	Ensure recruiting update briefing is on the next PC agenda.	AFMC/A1KK	CLOSED
18-10-20	Share link to overtime tool with PC members.	AFMC/A1KL	CLOSED
18-10-21	Review Executive Order 2018 Data Collection of Promoting Accountability & Streamlining Removal Procedures to see if data can be shared with the union.	AFMC/A1KL	CLOSED
18-10-22	Review Edwards AFB wage survey policy concerning union involvement.	AFMC/A1K	CLOSED
18-10-23	Discuss NAF ground rules and official time with Council 214.	AFMC/A1KL AFGE C-214	CLOSED
18-10-24	Discuss clean records with Council 214.	AFMC/A1KL AFGE C-214	CLOSED

New Action Items from Mar 2019 – Arnold			
AI#	Description	OPR	Status
19-03-01	Address challenges on the use of MyVECTOR with Air Force	AFMC/A1D	OPEN
19-03-02	Request real time capability in MyVECTOR for organizations to have visibility into current status of applications	AFMC/A1D	OPEN
19-03-03	Send out marketing e-advisory on CADP developed in AFSC/DP to other Center DPDs	AFSC/DP	OPEN
19-03-04	Provide feedback on if employees are receiving information on EAP	AFGE	OPEN
19-03-05	Send email to PC members with the link for accessing EAP through Facebook	AFMC/A1KL	OPEN
19-03-06	Research why data shows low usage of EAP by supervisors	AFMC/A1R	OPEN
19-03-07	Provide recommendations for testimonials from employees who have used EAP	AFGE	OPEN
19-03-08	Review process for advertising the FEVS and potential of dual endorsement	AFMC/A1	OPEN
19-03-09	Provide an update on potential use of Q12 Survey "Gallop" in AFMC	AFMC/A1	OPEN
19-03-10	Provide requests for survey results which have been requested but not received	AFGE Local 1406	OPEN
19-03-11	Share WG employee data if FEVS can be broken down by employee category	AFMC/A1	OPEN
19-03-12	Provide the link to the website that is used for virtual career fairs	AFMC/A1KK AFMC/A1KL	OPEN
19-03-13	Review and provide an update on how we market job fairs both internally and externally	AFMC/A1KK	OPEN
19-03-14	Provide a breakout of the different jobs targeted for fill at upcoming recruiting events	AFMC/A1KK	OPEN
19-03-15	Provide a list of SEPMs and SEP committee members at the installations to PC members	AFMC/A1KK	OPEN
19-03-16	Follow up with Air Force on what actions are taken based on the MD 715 report	AFMC/A1KK	OPEN
19-03-17	Provide examples of poorly written performance plans	AFGE	OPEN
19-03-18	Send FWS training and development charts to PC members	AFMC/A1KL	OPEN
19-03-19	Provide representatives from each ALC to serve as survey team members	AFGE	OPEN
19-03-20	Provide information on the use of EHA and DHA within AFMC to Mr. Tingey and Ms. McCready	AFMC/A1K	OPEN

**AIR FORCE MATERIEL COMMAND
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214
PARTNERSHIP COUNCIL MEETING
12 – 13 March 2019**

GOSSICK LEADERSHIP CENTER, ARNOLD AFB, TN

TUESDAY, 12 MARCH 2019

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0715	<i>Surrey Pickup at the Wingo Inn</i>
0715 – 0730	<i>Travel to Gossick Leadership Center</i>
0730 – 0800	<i>Continental Breakfast</i>
0800 – 0810	<i>Welcome/Opening – Administrative Remarks/Agenda Review (Ms. Patricia Young and Mr. Troy Tingey)</i>
0810 – 0830	<i>AEDC Mission Brief (Mr. Edward Ayer, AEDC/DV)</i>
0830 – 0900	<i>CADP – Campaign/Marketing Strategy (Ms. Linda Capraro, HQ AFMC/A1DC)</i>
0900 – 0915	<i>EAP Utilization Updates (Mr. Dave Taylor, HQ AFMC/A1R)</i>
0915 – 0930	<i>Federal Employee Viewpoint (FEV) Survey Results (Capt Sara Esau, HQ AFMC/A1)</i>
0930 – 0945	<i>Recruiting Update and Metrics (Ms. Joyce Labenski, HQ AFMC/A1KK)</i>
0945 - 1000	<i>Break</i>
1000 – 1100	<i>Voluntary Protection Program (Mr. Robert Hailstone, HQ AFMC/SEG)</i>
1100 – 1130	<i>Future of AF Clubs (Mr. Kevin Huwe, HQ AFMC/A1S)</i>
1130 – 1145	<i>Recognition of Partnership Council Members</i>
1145 – 1200	<i>Group Photo (Gossick Leadership Center)</i>
1200 – 1300	<i>Lunch Catered In</i>
1300 – 1315	<i>Management Directive 715 Update (Ms. Molly Fore, HQ AFMC/A1KK)</i>
1315 – 1330	<i>Performance Management Updates (Ms. Tammy Lyons, HQ AFMC/A1K)</i>
1330 – 1345	<i>Mixed Jobs Options (Mr. Tammy Lyons, HQ AFMC/A1K)</i>
1345 – 1415	<i>Update on AFMC Hiring Initiatives (Ms. Tammy Lyons, HQ AFMC/A1K)</i>
1415 – 1430	<i>Break</i>
1430 – 1445	<i>Liability / Coverage During TDY's (Mr. Randy Shaw, HQ AFMC/A1KL)</i>
1445 – 1515	<i>WG Training and Development Initiative (Ms. Patricia Young, HQ AFMC/CA)</i>

1515 – 1530	<i>AFGE Legislative Update (Mr. Troy Tingey, AFGE C214)</i>
1530 – 1600	<i>Action Item Review / Wrap Up (Mr. Randy Shaw, HQ AFMC/AIKL)</i>
1600 – 1615	<i>Travel Back to Wingo Inn</i>
1615 – 1745	<i>Personal Time</i>
1745 – 1800	<i>Travel to Dinner (One22 West)</i>
1800 – 2000	<i>Dinner</i>
2000 – 2015	<i>Return to Lodging / Hotel</i>

WEDNESDAY, 13 MARCH 2019

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0715 - 0730	<i>Carpool to Bldg 100</i>
0730 – 0800	<i>Breakfast on Own Building 100</i>
0800 – 1000	<i>Surry Pickup and Tours at Arnold</i>

PARTNERSHIP COUNCIL MEMBERS (As of: Oct 2018)

Management Members	Union Members
<p>Ms. Patricia M. Young AFMC/CA DUTY TITLE: Executive Director, AFMC 4375 Chidlaw Rd. Wright-Patterson AFB OH 45433-5001 Phone: DSN 787-6035 COMM 937-257-6035 Email: Patricia.Young@us.af.mil Secretary: Susan Cotten Start Date: May 2016</p>	<p>Mr. Troy Tingey President, AFGE Council 214 7190 11th St. Bldg. 555 Hill UT 84056-5401 Phone: DSN 777-3257 Email: troy.tingey@us.af.mil Start Date: Jun 2012</p>
<p>Mr. John Snodgrass AFMC/A1 DUTY TITLE: Director, Manpower, Personnel & Services 4375 Chidlaw Rd. Wright-Patterson AFB OH 45433-5006 Phone: DSN 787-2400 COMM 937-257-2400 Email: john.snodgrass.1@us.af.mil Secretary: Cynthia Reynolds Start Date: Nov 2016</p>	<p>Mr. Kris Borders Treasurer, AFGE council 214 P.O. Box 87 Edwards AFB, CA 93523-0087 Phone: (661)860-0971 Email: bordersafge@gmail.com Start Date: Jan 2016</p>
<p>Mr. Kevin Stamey AFSC/CA DUTY TITLE: Executive Director, AFSC 3001 Staff Drive, Bldg3001 Tinker AFB OK 73145 Phone: DSN 339-2202 - COMM 405-739-2202 Email: kevin.stamey@us.af.mil Secretary: Audrey Tilley Start Date: Jan 2018</p>	<p>Carl Dahms President, AFGE Local 916 7125 South Air Depot Oklahoma City, OK 73135 Phone: DSN 884-5139 Email: dahmsc@afge916.org Start Date: Dec 2016</p>
<p>Ms. Kathy Watern AFLCMC/CA DUTY TITLE: Executive Director, AFLCMC 7981 Georgia St., Bldg 1102 Rm 100 Wright-Patterson AFB OH 45433 Phone: DSN 785-3229 - COMM 312-255-3229 Email: kathy.watern@us.af.mil Secretary: Lori Brady Start Date: May 2016</p>	<p>Mr. Steve Allen President, AFGE Local 2221 P.O. Box 2292 Heath, OH 43056-0292 Phone: DSN 366-4294 Email: steven.allen.21@us.af.mil Start Date: May 2018</p>

<p>Mr. David Robertson AFTC/CA DUTY TITLE: Executive Director, AFTC 1 S Rosamond Blvd Edwards AFB, CA 93524 Phone: DSN 527- 4436 - COMM 661-277-4436 Email: david.robertson@us.af.mil Secretary: Lori Hosey Start Date: Jun 2014</p>	<p>Mr. Thaddeus Wallace President, AFGE Local 1897 P.O. Box 1918 Eglin AFB, FL 32542 Phone: (850)882-5714 Email: afgelocal1897@us.af.mil Start Date: Oct 2018</p>
<p>Mr. Jack Blackhurst AFRL/CA DUTY TITLE: Executive Director, AFRL 1864 Fourth St., Bldg 15, Rm 225 Wright-Patterson AFB, OH 45433 Phone: DSN 674-9000 - COMM 937-904-9000 Email: jack.blackhurst@us.af.mil Secretary: Karen Zawada Start Date: Aug 2017</p>	<p>VACANT Phone: Email: Start Date:</p>
<p>Mr. Randy Shaw Secretariat HQ AFMC/A1KL 4375 Chidlaw Rd., Rm N208 Wright-Patterson AFB, OH 45433-5006 Phone: DSN 787-2382 - COMM 937-257-2382 Email: Randy.Shaw@us.af.mil</p>	
<p>Mr. Bob Good Alternate Secretariat HQ AFMC/A1KL 4375 Chidlaw Rd., Rm N208 Wright-Patterson AFB, OH 45433-5006 Phone: DSN 787-3277 - COMM 937-257-3277 Email: robert.good.8@us.af.mil</p>	