

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

25-26 February 2015

Air Force Test Center Edwards Air Force Base, California

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 43rd meeting on 25-26 February 2015, at the Air Force Test Center (AFTC), Edwards Air Force Base, California. Mr. Michael Gill, 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. All members were present with the exception of Ms. Pam McGinnis, President, Local 1138, and Mr. Rocky Tasse, President, Local 1942.

1. Opening Remarks/Acknowledgements

Maj Gen Arnold Bunch, AFTC/CC, welcomed the PC members. He was happy to have the opportunity to host the PC meeting, but sorry to hear about some of the travel woes experienced by several of the PC members. He commented on the full agenda and said there would be many interesting sites to see during the tour. He also talked about the remote assignment status of Edwards AFB and how that allows Edwards to offer programs and benefits that other bases cannot. He wished the PC members well and encouraged positive communications.

Mr. Troy Tingey said how much he appreciates everyone's time and how important the PC meeting is. He commented on the challenges with Department of Homeland Security (DHS) and said we have challenges of our own with finance and workload.

Mr. Mike Gill said he was also sorry about the folks who were unable to attend due to difficulty with travel arrangements. He agreed that holding regular PC meetings is important, and said he appreciates everyone's attendance. He expressed concerns about comments in the news which impact the public perception of government employees. The dialogues we have at these forums help ensure people have what they need to support the mission. We make huge investments in our people and need to improve retention. We don't always agree, but that makes for a rich and healthy relationship.

Mr. Randy Shaw expressed concern for Mr. Tom Robinson, AFGE C214 Executive Assistant, who normally attends the meeting but was absent due to medical issues. Mr. Nick Spsychalski attended in Mr. Robinson's place. Mr. Spsychalski introduced himself and said he has a background in Civil Engineering, prior active duty military experience, and his father was also in the military.

Members introduced themselves around the table. Guests included Dr. Dave Smith, 412 TW Installation Director, Ms. Rykki Swenson, Labor Relations Officer (LRO), Mr. Kris Borders, President, Local 1406, and Mr. David Slade, SAF/AQ.

2. Local Partnership Update -- Ms. Rykki Swenson, 412 FSS/FSMCE, and Mr. Kris Borders, Local 1406

Ms. Swenson stated she has been the LRO at Edwards since 2010 and was an Employee Relations Specialist prior to that for nine years. She recognized that the local partnership council needs to meet more often, but they do have informal lunch meetings at the club. She said the issues that impact the relationship are ongoing and long-term; however, agreement is not always a good barometer of success. As long as the parties are willing to engage with one another the partnership is working. Meetings are cordial and civil, but some issues must be resolved before a third party. She said the high number of unfair labor practices (ULPs) should not be viewed as failure, but the number of times the parties have attempted to resolve issues. She said there is an open door policy and willingness to always engage. Ongoing effort to educate leadership on the aspects of pre-decisional involvement (PDI) has resulted in better communication. However, management does not view PDI as being successful when they still have to bargain over the same subject with the union after engaging in PDI. Mr. Gill acknowledged that PDI does not mean agreement has been reached. Mr. Tingey asked who sits on the local PC committee. Ms. Swenson said membership includes the Test Wing Commander, leadership from the 412 MXG, MSG, and CE, and the local unions including AFGE, SATCO, IAFF and IBPO. There is no separate PC strictly between AFGE and Management. Ms. Swenson reiterated the strong effort being made to increase

management's knowledge and understanding of PDI principles. When negative feedback is received, more information is gathered to facilitate ongoing education efforts.

Mr. Kris Borders provided an update from the union's perspective. He said the parties rarely meet and that the PC meeting held last week was the first time they met since 2013. He said overall it was a successful meeting, but the parties need to communicate more. He said there is a lack of trust on both sides. They are cordial to one another, but issues are rarely resolved which results in grievances and ULPs. Small issues should be resolved with a phone call. Local Supplement Agreement (LSA) negotiations are at a standstill. Mr. Borders said he would like to continue negotiations on the LSA because there is no way of knowing how long the Master Labor Agreement negotiations will take. Mr. Borders described the relationship as adversarial and said if the parties communicated more, there would be less paperwork filed. Mr. Tingey asked if the Center CA meets with the union. Mr. Dave Robertson explained that the union typically meets with the Wing leadership. Mr. Dave Smith informed Mr. Borders that he is available to meet with the union to discuss issues and concerns. Mr. Tingey opined that ULPs are not always bad and can be an avenue for getting people to talk, but shouldn't be the best way of communicating. He said he believes that PC agreements are not necessary, but having a good relationship is important. Mr. Tingey questioned Mr. Robertson if he was involved with the local PC. Mr. Robertson stated that the local Wing Commander was, but he was not. Mr. Jeff Allen stated he was heavily involved and the local bargaining unit employees at Tinker were extremely satisfied with his involvement and felt it enhanced the PC.

Mr. Gill said he appreciated hearing from both sides. He said there are many opportunities available and he encouraged the parties to continue reaching out. He said other bases may have a more mature relationship, while still others are completely dormant. If PDI is not working as intended, continue leaning forward. Ms. Swenson said her office tracks the number of PDI initiatives and the outcomes. Mr. Borders said he was not aware of the number of PDI efforts. Ms. Patsy Reeves recommended tracking the metrics jointly. Mr. Allen said issues should be worked at the lowest level possible, but he maintains situational awareness in order to intervene when necessary.

3. Review of Action Items – Ms. Gina Martinelli, HQ AFMC/A1KL

Ms. Martinelli discussed each action item (AI) from the last meeting and stated that most of them would be addressed in more detail as a specific agenda topic during the meeting. The action items that were not on the agenda were discussed and closed as follows: AI# 14-10-07, Coordinate Wellness Check Guidance with SG and JA and Disseminate to the Field, completed on 26 Jan 15. If a distressed employee cannot be reached and the emergency point of contact is not available, a supervisor may conduct a wellness check of the employee at his/her home, but local law enforcement should be contacted for assistance due to emergency and/or safety concerns. This AI was closed. AI# 14-10-11, Prepare and Submit Annual DoD Labor Management Forum Metrics Report, completed and submitted on time. Successful goals achieved were the termination of mandatory overtime in the C-130 Group at Hill, creation of a new suicide awareness training video for supervisors, corrections to aged comp time payroll calculations, and training specifically for local union stewards on suicide awareness and prevention. This AI was closed. Mr. Shaw asked if a copy of the annual DoD Labor Management Forum metrics report would be useful to review. Mr. Gill said to request the report and provide it to PC members (Action Item #15-02-01).

4. Multi-Trades Demo Project Update – Dr. Todd Fore, HQ AFMC/A1

Dr. Todd Fore provided an update on the status of the Multi-Trades Demo Project. He said the draft Business Case Analysis (BCA) and Federal Register Notice (FRN) are currently in coordination at AFSC. Performance measures discussed during the last PC have been incorporated into the BCA and FRN to track outcomes. An evaluation team will be established to assess metrics using current data sources and program reviews. SOCCER will be used to staff the package through AFMC for coordination. We anticipate receipt of the package from AFSC at the beginning of March and will forward the draft to AFGE C214 for review/comment. The package will be submitted to AF/A1PC then go through DoD before being submitted to the Office of Personnel Management. Mr. Tingey asked why it must go through DoD when the union can submit it directly to their senators. Dr. Fore said DoD requires management to receive their approval before going to OPM. He suggested the next step is to develop an implementation plan (I-Plan). The plan should address how to select/train employees and track progress. AI# 14-10-08 was closed and a new AI was opened (#15-02-02) to develop an I-Plan for the Multi-trades Demo Project and circulate for comments.

Ms. Martinelli provided additional information on how contract field teams are paid. She said the AFSC Contract Field Team (CFT) Program Office indicated there are 10 different contracts under the CFT program. Department of Labor standards are used to define skills in accordance with the task orders. The contractor's proposal includes a pricing sheet with the amount the government will be charged for each skill. Most CFT work is Firm Fixed Price so the government pays the contractor once or twice per month. CFT technicians get paid in accordance with the terms and conditions of the contractor they work for. In summary, the maintenance technicians on the CFT contracts are not multi-skilled. AI# 14-10-09 was closed. Discussion ensued concerning proper use of the term "multi-skill" versus "multi-trade." Mr. Monty Lewis said not to confuse the two and that "multi-trade" is the proper terminology.

5. Aged Comp Time Corrections -- Dr. Todd Fore, HQ AFMC/A1

Dr. Fore said that corrections to the payroll system on aged comp time calculations will take effect this April. Employees should receive back pay around the end of May and the Leave and Earning Statements should provide a comment indicating the correction. A check will be mailed to retired/separated employees at their last known address. AFMC will receive a listing of employees impacted after the systems change in May and follow-up with any issues needing resolution. Back pay corrections will be retroactive to July 2010. Mr. Shaw asked PC members if this information has trickled down to the local level. Mr. Lewis said that it has; arbitrations have been on hold awaiting this resolution. Dr. Fore said this change affects the entire DoD, and HQ AFMC/FM will be monitoring actions throughout the process. Mr. Allen suggested tracking the amount of back pay as a metric. AI# 14-10-01 was closed and a new AI was opened (#15-02-03) to report the status and resolution of pay corrections. A follow-up plan will be developed for any outstanding issues or problems. Mr. Lewis acknowledged the efforts of Brig Gen Brown when he held the HQ AFMC/FM seat. This is a good news story and took the effort of many offices and individuals including FM, A1, and DFAS.

6. Voluntary Protection Program (VPP) Update -- Mr. Chuck Pyron, HQ AFMC/SE

Mr. Pyron said the VPP Roadmap is in final coordination. Ms. Patsy Reeves said the AFLCMC comments being submitted will relieve concerns. Mr. Allen asked about the AFSC comments, and Mr. Pyron said the changes were made. Mr. Pyron said once all comments have been adjudicated the Roadmap will be staffed for signature by AFMC/CA and the Council 214 President. Mr. Pyron discussed the VPP SharePoint site. He said it was working, but the hazard reporting tool could not be hosted by HQ AFMC; therefore, AFSC is hosting the site. Mr. Gill said to make sure everyone will have access and that it doesn't end up getting turned off by the Communications Group. Mr. Pyron said he would monitor this to make sure it works. Mr. Pyron provided an update on the status of Star sites, applications and awards. He explained the goals and metrics selected to track progress and said the reduction in worker's comp costs can be attributed to VPP. It's a cultural change that takes time, but the numbers are going down. The goal of zero ground fatalities is attainable as proven back in FY11. Unfortunately, there have been two fatalities reported in FY15 already. Mr. Ty Norton reported that Tinker has three Star sites. Mr. Allen indicated that standardization among the various OSHA regions is an issue because sometimes the regions view things differently. Pinpointing the cause of spikes in injuries can be difficult because numbers fluctuate each year. Mr. Lewis said in FY13, Hill was affected by a large amount of mandatory overtime. Mr. Gill said he was still interested in getting a break-down to identify Depot Maintenance Activity Group (DMAG) and O&M separately if possible. He also would like reports by each Center. Mr. Pyron said the safety codes are different, but he will try running the formulas differently. The Roadmap will be discussed at the next VPP Steering Committee meeting, with approval by the following VPPSC in October. Mr. Gill said to make sure the Centers understand the formulas and how to track metrics to avoid excessive manual effort. Mr. Pyron said there will be a learning curve, but the process will improve with time. Mr. Tingey agreed that reporting should not create a difficult challenge. Mr. Gill said to issue the Roadmap and do not wait on the new AFI. Adjustments can be made later. Mr. Pyron agreed and said when the new AFI is published we can incorporate the Roadmap into the AFMC Sup. AI#s 14-06-02, 14-10-03, and 14-10-12 were closed. A new AI was opened (AI#15-02-04) to implement the new Roadmap.

7. Suicide Prevention Update -- Lt Col Eddie Hubbard, HQ AFMC/SGOB

Lt Col Eddie Hubbard provided an update on the number of suicides since FY12. There has been a 35% decrease in the total number of AFMC suicides, and a 42% decrease in civilian suicides. Mr. Allen said sometimes we cannot obtain information if the death was not ruled a suicide. Lt Col Hubbard agreed that some overdose cases are ruled accidental by the coroner. Mr. Gill asked what conclusions can be drawn from the data. Lt Col Hubbard said the leading contributing factor is relationship issues. However, mental health and

chronic pain are also common factors. Dr. Fore said that helping agency programs have improved at the base level which may correlate to why the number of suicides has decreased. Lt Col Hubbard added that suicide prevention used to focus mainly on active duty, but due to partnership efforts, we are reaching out and helping civilians more each day by creating a culture of respect and resiliency. There is no magic formula, but it's a cumulative effort. The number of saves is difficult to quantify unless someone actually comes forward. Lt Col Hubbard gave credit to Mr. Rocky Tasse for his efforts to increase the awareness of risk factors. Dr. Fore said at the last Community Action Information Board (CAIB), desktop reporting was discussed as a method of recognizing individuals who step forward. Lt Col Hubbard discussed the Strengthening Workplace Relationships campaign coming in April. Wingman Day activities and the Civilian Health Promotion Services (CHPS) are being postured to promote available resources. Mr. Tingey reminded everyone that Wingman Day is voluntary for bargaining unit employees; therefore, other alternatives also need to be considered. Discussion ensued over the alternative for employees to "opt out" versus the benefits of encouraging people to attend. Mr. Lewis said that suicide prevention training is currently mandatory to complete online, but Wingman Days are not consistent. If certain groups are allowed to take off for the remainder of the work day, everyone should be allowed to do the same.

Lt Col Hubbard said that a partnership initiative to develop a storyline for the suicide prevention training video will be sent to multi-media at the beginning of March for script development. The computer based training will remain in place for now, but the parties are in the process of bargaining a change to revert back to face-to-face training. The video should be completed in the July timeframe and available for use this fall. Mr. Gill asked about the status of the previous video developed for frontline supervisory training (FST). Lt Col Hubbard said the feedback has been mostly positive. Ms. Reeves asked if it could be used at Director's calls and for current supervisors, not just for new supervisory training. She said the video was so good that it should be used beyond FST. Mr. Gill agreed that the FST video was a good product and should be shown during spring events. A new action item (#15-02-05) was opened to recommend showing the FST suicide prevention video at spring events, e.g., Commanders calls and/or Wingman Day.

Lt Col Hubbard provided an update on the suicide prevention training for local union stewards (AI# 14-10-06). Robins has trained 70 stewards and holds the lead for training the most union reps. Hill has trained 40, and Tinker and Wright-Patt are in the process of scheduling training dates. Eglin, Kirtland and Edwards have also accomplished training their local union stewards. The Chaplain's role in offering assistance to distressed civilian employees (AI# 14-10-05) was discussed. HAF/HC initially proposed a statutory change to allow services for civilians, but Title 10 was not changed. A new position for a civilian Industrial Chaplain/Wingman Advocate was also considered. AFMC continues to collaborate with HAF/HC and JA, but confidentiality remains an issue. A pilot project at Robins, the "Clergy Day Summit," is being used to strengthen partnerships with off-base religious resources. Life coach is another course of action being considered. Mr. Gill opined that spiritual care sometimes comes with a negative connotation, whereas a life coach is more multi-dimensional. Chaplain Browning is working hard to continue looking for ways to improve and support. We just need to find the right avenue to drive change and make the best use of our resources. Mr. Lewis said that confidentiality is needed in order to make any program succeed, and the chaplain can provide this service.

Mr. Gill said we should push for confidentiality with the life coach concept. Dr. Fore said the Employee Assistance Program (EAP) provides free counseling and can refer employees to a lawyer for help. Mr. Lewis said EAP will also meet with family members. Mr. Gill said no other Command uses EAP, and AFMC/CC continues to allot the funds each year. We fight hard to keep the program, but there is ongoing debate about whether we can afford it. Mr. Peters discussed the AFRL Chief Learning Officer program and suggested using this as a model for the Life Coach program. Dr. Fore mentioned the possibility of branding the Wingman Toolkit and using it for continuous learning, not just when there is a problem. He said we should partner with AFRL on the Chief Learning Officer program (new AI# 15-02-06). We also should ask the Employee Assistance Program (EAP) representatives to present material during roll calls similar to the example Mr. Lewis described at Hill AFB (new AI# 15-02-07). Mr. Gill also said to request remarks from the AFMC Chaplain on best practices being used at the base level (new AI# 15-02-08).

Lastly, Lt Col Hubbard provided an update on the status of including the union in Command-level suicide event reviews (AI# 14-10-04). He said Phase I is a closed-door session with AFMC/CC to discuss the AFOSI report. Phase II is an AFMC Integrated Delivery System (IDS) review of the 11 elements of suicide prevention. Recommendations are processed through the CAIB. Currently, we are bargaining this subject with the implementation of AFMCI 90-505. There were no additional questions and the action item was closed to finalize through formal bargaining.

8. Workers' Compensation and Light Duty Programs – Ms. Marty Watson, AFPC/DPIEPC

Dr. Fore introduced Ms. Marty Watson who was broadcasting via DCO from AFPC, JBASA Randolph, TX. Ms. Watson explained the process the Department of Labor (DoL) uses to charge back the agency for worker's comp costs. After centralizing the Injury Compensation Program at AFPC, the number of positions working the program was reduced to 35 specialists versus 94 when the bases were responsible for servicing. The transition was painful, but progress is being made. Claims are going down and there are less injuries being reported. Over the past three years, AFPC has successfully reduced the number of open files from 31% to 16%. The number of employees on the long term periodic roll has decreased by 20%, and the annual AF bill has decreased by 11% since 2011. Ms. Watson attributed this success to being able to get people back to work quicker. She said that DoL is also being much stricter than before. Mr. Tingey asked how we know if supervisors are making the necessary accommodations. Ms. Watson said it's a matter of being realistic, but if support is not being shown, it may be necessary to elevate the situation. Mr. Allen agreed that supervisors should try harder to accommodate. Mr. Tingey said there needs to be a POC at each base. Ms. Watson indicated she has a listing of base Injury Compensation POCs she will provide to Mr. Shaw for dissemination to PC members. These individuals are required to attend quarterly meetings to address goals and progress toward supporting the President's initiative, Protecting Our Workers and Ensuring Reemployment (POWER). Dr. Fore said to send the list to Mr. Shaw and he will provide to PC members. Mr. Tingey also asked for Light Duty Program POCs at the Air Logistics Complexes (ALCs). Ms. Watson will provide POC information for injury comp and light duty programs to Mr. Shaw for distribution to the PC (new AI# 15-02-09). Ms. Watson said the search for light duty positions should extend base-wide. If a suitable job is found outside a 50 mile radius, PCS expenses must be paid. If the employee declines the position, worker's comp will be stopped. Ms. Watson described a new pharmacy program that will save injured workers 20%. DoL is also switching to a new automated system which will speed the process and provide better tracking. Ms. Watson provided metrics for each base on the total workers' comp costs and number of claimants. Mr. Gill appreciated the data and said he hopes we can continue to bring numbers down. Mr. Allen said he would like AFSC to study why Hill's numbers are lower than the other two ALCs. Mr. Tingey said the union doesn't believe that supervisors are going the extra step to find work for injured workers. Mr. Lewis agreed that management would rather have people who can do the job 100%. Ms. Reeves asked who monitors the program for AFMC. Mr. Peters said in order to change behavior, we need metrics and accountability. Perhaps this could be an objective for the Wing Commanders to monitor. Mr. Gill agreed what gets measured gets managed. Dr. Fore said we need to review the list of POCs to determine who is currently accountable. Mr. Peters said he would like to see AFRL's data. Leadership needs to be made aware of the information. Dr. Fore said he will collect additional data from Ms. Watson and sort by Center (new AI# 15-02-10).

9. Air Force Test Center Mission Brief – Mr. Dave Robertson, AFTC/CA

During lunch, Mr. Robertson briefed the council on the mission of AFTC. He said the main sites included AEDC, Arnold AFB, TN, 96 TW, Eglin AFB, FL, and 412 TW, Edwards AFB, CA. He said the civilian population comprises 7,000 employees out of a total workforce of 17,000 military, civilians, and contractors. The span of operations encompasses 31 locations, a \$2B annual budget, \$31B in facilities, 116 aircraft, 164 ground test facilities, and 12 test cells, making AFTC unique to the world.

10. AFGE Legislative Conference Report – Mr. Troy Tingey, President, AFGE Council 214

Mr. Tingey discussed the results of the 2015 AFGE Legislative Conference held 7-13 Feb in Washington, D.C. Ms. Sheila McCreedy, retired Senior Executive Service, was recently hired by AFGE at the Depot and Arsenal level to help with proposing legislation. One of the highlights of the conference was the awards ceremony. The 309th Maintenance Group received an award this year, the third ALC to be recognized. AFGE was the only union invited to the conference. Hiring remains an issue and there was discussion on pay freezes and union dues. Robins lost some C-17 work to a contractor, and there needs to be better enforcement of 50/50 core requirements. Mr. Allen indicated we are making progress and the work will come back. Mr. Tingey said that even the union is divided on whether multi-trades will be better for productivity. The union is also challenging changes to the Joint Travel Regulations with regard to extended TDYs. Per Diem amounts would be reduced the longer the TDY extends. This would impact an employee's ability to remain in adequate temporary quarters and may require them to move to find cheaper temporary housing. Mr. Gill said he supported the union on their position.

11. Acquisition Demonstration Workshop – Dr. Todd Fore, HQ AFMC/A1 and Mr. David Slade, SAF/AQH

Dr. Fore introduced the guest briefers Ms. Sharon Johnson, AFTC/DP, Ms. Michelle Lovato, 412 FSS/FSMC, and Mr. David Slade, SAF/AQH. The Acq Demo system provides greater flexibility for management and rewards employees for their contribution while supporting personal and professional growth. The Acq Demo's 1/3, 2/3 rule allows participation based on the number of acquisition employees in the workforce. The benefits of the system would increase competitiveness with local industry or other government organizations. Pay is set within a broadband based on qualifications, responsibilities, and related factors. Classification authority is delegated to management vice AFPC. A RAND study concluded that the Acq Demo system clearly adheres to Veterans Preference rules and organizations are more likely to retain high-performing employees. The new Air Force Installation and Mission Support Center (AFIMSC) is not eligible to be included yet. Mr. Tingey asked which employees are being targeted for transition. Dr. Fore said the options are to include everyone or just the non-bargaining unit employees only. Mr. Peters said the Navy has a huge population of employees included in Demo projects, but only a small number under the Acq Demo system. Dr. Fore described what would and would not change under conversion from GS to the broadband system. The occupational series identified under Office of Personnel Management (OPM) classification standards would remain the same, but the pay plan would change based on the career path. Broadband level descriptors are used to classify the position at the appropriate broadband level. Ms. Johnson described how Position Requirements Documents (PRDs) are written at the top of the broadband which gives individual employees the opportunity to grow. Mr. Slade said performance factors are identified in the PRD. Employees don't receive a new position description each time they receive additional duties. They are already written to include additional responsibilities at the top of the pay band. However, each year employees receive a new performance plan. Ms. Lovato described the system as transparent and said employees can better understand the mission by focusing on the factors. Mr. Allen asked if employees can have their pay reduced for poor performance. Ms. Johnson said pay could be withheld if an employee is not performing. She also said that the civilian pay budget has never been exceeded. Dr. Fore said that employees can appeal their ratings through the Equal Opportunity, Negotiated Grievance Procedure, or Administrative Grievance Procedure. Employees can be reassigned without having to process a personal action through AFPC. Mr. Slade said under the Contribution and Compensation Assessment System (CCAS), there are no surprises because the employee receives regular feedback throughout the cycle. PRDs are basically generic, but the contribution plan contains the substance. The pay pool process requires sub-pay pools to review and recommend increases and awards before going to the final pay pool for approval. Employees feel they are a part of the system, which is a motivator and increases retention. Dr. Fore said the Commanders will be updated at the Senior Leaders Conference the week of 9 March. Afterwards, a decision will be made whether to press with non-bargaining unit or wait until union negotiations are completed. The plan is to transition employees at the end of the 2016 GS appraisal cycle. Not everyone would transition all at once and employees would be rolled in by servicing personnel office location. Mr. Tingey asked to see a copy of the RAND report (new AI# 15-02-11).

12. AFIMSC Update -- Dr. Todd Fore, HQ AFMC/A1

Dr. Fore said the AFIMSC provisional unit stood up on 8 Aug 2014, and a basing decision was made in January to locate the new Center at San Antonio. Air Force is planning for two additional VERA/VSIPs in FY16. AF and AFPC are working closely with AFIMSC to take care of employees and maintain current MAJCOM missions. The effective date will determine how much time we have to place people and avoid a RIF. AFMC does a great job of placing people with less than 20 employees being RIFed in the last 10-15 years. Mr. Tingey said there were more employees RIFed than that just at Hill and Robins. Dr. Fore said we will run the numbers again and send them to C214 for info (new AI# 15-02-12). Dr. Fore said we can also waive qualifications for employees which helps with getting employees placed.

13. 377th ABW Realignment to AFGSC – Dr. Todd Fore, HQ AFMC/A1

Dr. Fore said the reorganization to realign the 377 ABW under Air Force Global Strike Command (AFGSC) was directed by SecAF/CSAF and better aligns the nuclear mission. Kirtland AFB will align under AFGSC; however, AFMC units located on Kirtland will remain under AFMC, i.e., AFRL and AFNWC. Personnel will be realigned effective 1 Oct 15. An implementation plan will be completed after the Program Action Directive (PAD) is signed. Mr. Tingey said the local union at Kirtland is completely in the dark. Dr. Fore said we will circle back with local management at Kirtland to make sure the union is kept in the loop (new AI# 15-02-13).

14. Alternate Dispute Resolution (ADR) Discussion – Dr. Todd Fore, HQ AFMC/A1

Dr. Fore discussed the SAF/GC memo which encouraged organizations to redouble their efforts and commitment to creative problem solving. SAF/GCR met with Mr. Gill and HQ AFMC/A1 in February to express support for AFMC to renew the use of ADR. Mr. Tingey said in the past, the local union wanted input on the ADR champions and mediators, but at times had difficulties. Official time was also an issue. Mr. Tingey agreed that ADR is a valuable process which should be discussed during MLA negotiations.

15. Master Labor Agreement (MLA) and Local Supplement Agreement (LSA) Update – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw said the MLA expires on 31 Mar 15 and that management has requested to reopen the contract. Provisions in the MLA will keep the current agreement in place until a new agreement is effective. The parties have exchanged proposals for the ground rules, but the terms have not been agreed to yet. The goal is to reach a win/win solution which both parties may not be completely satisfied with but can live with. Mr. Tingey said the union is hesitant to use a mediator for the entire negotiation session because the parties have been through the process enough times. He said the mediator from Albuquerque does not travel, but Mr. Tingey does not want to travel either. Mr. Shaw suggested having the union pay for the mediator's travel. Mr. Tingey said other mediators can be used. Mr. Shaw explained the advantage to using Mr. Martinez is that he is familiar with the MLA and the parties' history. Ms. Reeves asked if meeting via VTC was a possibility. Mr. Shaw said some things can be handled by VTC or telecom such as updating minor changes, but the majority of the issues need to be negotiated in person. Mr. Shaw shared the success story about Robins recently completing and implementing their new LSA. Also, the local union at Hill has ratified their LSA, which should be effective soon. Mr. Norton said he wasn't sure why Tinker's LSA was on hold. Edwards suspended their negotiations due to the reopening of the MLA negotiations; however, they are reconsidering that approach because the MLA may take longer than originally anticipated. Kirtland has tabled their LSA negotiations until after the AFGSC transition. Wright-Patt has scheduled Interest Based Bargaining training, and they are working on ground rules. Eglin has not started their negotiations.

16. Local Partnership Update – Ms. Gina Martinelli, HQ AFMC/A1KL

Ms. Martinelli provided an update on the local PCs. The partnership at AFMETCAL continues to be excellent, and meetings are held quarterly. Initiatives being worked include telework and alternate work schedules. Hill meets bi-monthly with the Local 1592 President, 75 ABW/CC and OO-ALC/CC as co-chairs. Initiatives include continuation of base restaurants, Utah Test and Training Range food operations, child development handbook revisions, competency based interviews, and the Facilitate Other Maintenance System. Robins meets monthly at the Installation, Complex, Group, and Squadron levels. The relationship is maturing positively and several joint initiatives are being worked, e.g., light duty, hostile work environment, PDI, conflict resolution, and metrics development. Tinker meets monthly and the relationship remains cooperative and productive. Eglin (Local 1897) meets quarterly and the relationship is cooperative and pro-active; initiatives include an Alternative Work Schedule form, ULP/grievance metrics, maxiflex schedules, and employee move process. Wright-Patt meets tri-annually, and the relationship is positive; initiatives being worked include the PC CONOPS, VPP, and union dues process improvement. Eglin (Local 1942) and Kirtland are dormant.

Day 2 – Wrap-up and Tour

Mr. Shaw provided a review of the action items recorded during the meeting on Day 1. Discussion took place concerning the next meeting date and location including plans for the Joint National Meeting. Eglin is the next base on the rotation to host the PC meeting. Dates were not set due to the pending retirement and change in Command of AFMC/CC. Plans will be finalized once more information is available.

Mr. Gill and Mr. Tingey thanked the PC members and Mr. Robertson for hosting the meeting. They both commented on the quality and quantity of material covered during the meeting and were especially glad that the comp time errors were finally being fixed. After breakfast at Club Muroc, the group departed on a tour of the F-35 (Hangar 1820), Benefield Anechoic Facility (BAF) and Integrated Facility for Avionic System Test (IFAST).

Minutes Approved By:



Michael A Gill
Executive Director



Troy Tingey
President, AFGE Council 214

“Old” Action Items from Wright-Patterson Meeting 11 Jun 14

| AI# | Description | OPR | Comments | Status |
|----------|---|---------|---|--------|
| 14-06-02 | Send new VPP SharePoint link to the PC members once documents are uploaded. | AFMC/SE | SE finalized new SharePoint site and sent out link. | CLOSED |

“Old” Action Items from Tinker Meeting 30-31 Oct 14

| AI# | Description | OPR | Comments | Status |
|----------|--|---------------------|---|--------|
| 14-10-01 | Prepare action plan to identify retroactive pay actions for employees who received erroneous comp time payouts. | AFMC/A1 | AFMC/FM coordinated action plan with DFAS. | CLOSED |
| 14-10-02 | Gather additional details on worker’s comp cases and explore options on ways to reduce costs. | AFMC/A1 | AFPC briefed at PC. | CLOSED |
| 14-10-03 | Present agreed upon VPP metrics at next steering committee meeting. Track data by Center with a breakout by location. Identify DMAG versus O&M, if possible. | AFMC/SE | SE briefed at PC. | CLOSED |
| 14-10-04 | Provide additional feedback to C214 on union participation in suicide reviews. What are the specific privacy limitations and how is the audience determined? | AFMC/SG | SG briefed at PC. | CLOSED |
| 14-10-05 | Explain the Chaplain’s role in offering assistance to distressed civilian employees. | AFMC/SG | SG briefed at PC. | CLOSED |
| 14-10-06 | Finalize training on suicide awareness for local union reps. | AFMC/SG | SG briefed at PC. | CLOSED |
| 14-10-07 | Coordinate wellness check guidance with SG and JA and disseminate to the field. | AFMC/A1 | Guidance distributed to field on 26 Jan 15. | CLOSED |
| 14-10-08 | Develop meaningful metrics to evaluate the performance of the Multi-trades Demo Project. | AFMC/A1 | Metrics included in BCA and FRN. | CLOSED |
| 14-10-09 | Gather additional information on Contract Field Teams and how they are paid. | AFMC/A1 | A1 briefed at PC. | CLOSED |
| 14-10-10 | Conduct a workshop for PC members to better understand the Acq Demo system. | AFMC/A1 | Workshop held during PC. | CLOSED |
| 14-10-11 | PC Metrics working group prepare and submit annual DoD report. Continue efforts to identify goals and measurements for PC initiatives. | AFMC/A1 & AFGE C214 | DoD report was submitted timely. | CLOSED |
| 14-10-12 | Review and comment on the VPP Roadmap. | All members | Members were given opportunity to review and comment. | CLOSED |

| "New" Action Items from Edwards Meeting 25-26 Feb 15 | | | |
|---|---|---------|--------|
| AI# | Description | OPR | Status |
| 15-02-01 | Request DoD PDI metrics report and share with PC members. | AFMC/A1 | OPEN |
| 15-02-02 | Develop I-Plan for Multi-Trades Demo Project. | AFMC/A1 | OPEN |
| 15-02-03 | Track the status and resolution of aged comp time corrections. | AFMC/FM | OPEN |
| 15-02-04 | Publish and implement new VPP Roadmap. | AFMC/SE | OPEN |
| 15-02-05 | Determine if new FST suicide awareness video can be used during Apr-May Wingman events. | AFMC/SG | OPEN |
| 15-02-06 | Evaluate AFRL Chief Learning Officer program and consider expansion to other organizations. | AFMC/A1 | OPEN |
| 15-02-07 | EAP present info on available services during Commander/Director calls. | AFMC/A1 | OPEN |
| 15-02-08 | Gather remarks from AFMC Chaplain on best practices across Command. | AFMC/HC | OPEN |
| 15-02-09 | Send list of Injury Comp and Light Duty POCs to C214. | AFMC/A1 | OPEN |
| 15-02-10 | Collect Injury Comp data from AFPC and sort by Centers. | AFMC/A1 | OPEN |
| 15-02-11 | Send Acq Demo RAND report to C214. | AFMC/A1 | OPEN |
| 15-02-12 | Send AFMC RIF metrics to C214. | AFMC/A1 | OPEN |
| 15-02-13 | Brief local union at Kirtland on 377 th reorg under AFGSC. | 377 FSS | OPEN |

**AIR FORCE MATERIEL COMMAND
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214**

**PARTNERSHIP COUNCIL MEETING
EDWARDS AFB, CA
25-26 FEB 15**

**AIR FORCE FLIGHT TEST CENTER HEADQUARTERS
BUILDING 1, BLUE ROOM**

WEDNESDAY, 25 FEB 15

| <u>TIME</u> | <u>TOPIC/PRESENTER(S)</u> |
|--------------------|---|
| 0710 | <i>Surry Pick-up at DVQ (Bldg. 5601)</i> |
| 0730 – 0800 | <i>Continental Breakfast</i> |
| 0800 – 0810 | <i>Welcome/Opening – Administrative Remarks/Agenda Review</i> |
| 0810 – 0830 | <i>Local Partnership Council Update Ms. Rykki Swenson, 412 FSS/FSMCE & Mr. Kris Borders, Local 1406 President</i> |
| 0830 – 0900 | <i>Review Minutes/Action Items from Last PC Meeting Ms. Gina Martinelli, HQ AFMC/A1KL</i> |
| 0900 – 0915 | <i>Multi-Trades Demo Update (Action Items: 14-10-08 & 14-10-09) Dr. Todd Fore, HQ AFMC/A1</i> |
| 0915 – 0930 | <i>Aged Comp Time Corrections Action Plan (Action Item: 14-10-01) Dr. Todd Fore, HQ AFMC/A1</i> |
| 0930 – 0945 | <i>Break</i> |
| 0945 – 1015 | <i>Voluntary Protection Program Update (PC Action Items: 14-06-02, 14-10-03 & 14-10-12) Mr. Chuck Pyron, HQ AFMC/SE (via DCO)</i> |
| 1015 – 1030 | <i>Suicide Prevention Update (Action Items: 14-10-04, 14-10-05 & 14-10-06) Lt Col Hubbard, HQ AFMC/SGOB (via DCO)</i> |
| 1030 – 1130 | <i>Worker's Compensation & Light Duty Programs (Action Item: 14-10-02) Ms. Marty Watson, AFPC/DPIEPC (via DCO)</i> |
| 1130 – 1230 | <i>Box Lunch AFTC Mission Brief Mr. David Robertson, AFTC/CA</i> |
| 1230 – 1245 | <i>Photo</i> |
| 1245 – 1315 | <i>AFGE Legislative Conference Report Mr. Troy Tingey, President, AFGE Council 214</i> |
| 1315 – 1430 | <i>Acquisition Demo Workshop (Action Item: 14-10-10) Dr. Todd Fore, HQ AFMC/A1</i> |
| 1430 – 1445 | <i>Break</i> |

1445 – 1515 *Restructure Update – AFIMSC and Kirtland AFB
Dr. Todd Fore, HQ AFMC/A1*

1515 – 1530 *Alternate Dispute Resolution Discussion
Dr. Todd Fore, HQ AFMC/A1*

1530 – 1545 *Master Labor Agreement Negotiations and Status of Local Supplements
Mr. Randy Shaw, HQ AFMC/A1KL*

1545 – 1600 *Local Partnership Council Update
Ms. Gina Martinelli, HQ AFMC/A1KL*

1600 – 1615 *Wrap-Up
All Members*

1615 – 1630 *Surrey Pick-up/Travel to DVQ*

1630 – 1730 *Personal time*

1730 *Surrey Pick-up @ DVQ*

1730 – 1800 *Travel to Domingo's Mexican and Seafood Restaurant*

1800 – 1915 *Dinner at Domingo's*

1915 *Surrey Pick-up at Domingo's*

1915 – 1945 *Travel to DVQ*

THURSDAY, 26 FEB 15

0715 *Surrey Pick-up at DVQ*

0730 *Arrive at Club Muroc*

0730 – 0830 *Breakfast and Wrap-Up (Review of Action Items/Planning for Next Meeting)
All Members/Secretariat, Randy Shaw*

0830 – 1130 *Tour of F-35 (Hangar 1820), Benefield Anechoic Facility (BAF) and Integrated Facility for
Avionic System Test (IFAST)*

1130 *Meeting adjourned*

1130 – 1145 *Surrey Return to DVQ*

PARTNERSHIP COUNCIL MEMBERS (As of: February 2015)

| Management Members | Union Members |
|--|---|
| <p>Mr. Michael A. Gill 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: Michael.Gill@us.af.mil Secretary: Donna Maler Start Date:</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:</p> |
| <p>Dr. Todd Fore 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: todd.fore@us.af.mil Secretary: Frances Beavers Start Date: June 2014</p> | <p>Mr. Jimmie Norton (Ty) Secretary-Treasurer, AFGE Council 214 PO Box 1476 Choctaw, OK 73020 Union Phone: 405-733-3851 Cell: 405-206-4511 Email: nortonj@afge916.org Start Date:</p> |
| <p>Mr. Jeffrey Allen AFSC/CA DUTY TITLE: Executive Director, AFSC 3001 Staff Drive, Bldg3001 Tinker AFB OK 73145 Phone: DSN 339-2202 – COMM 405-739-2202 Email: jeffrey.allen.1@us.af.mil Secretary: Marilyn Pohl Start Date: June 2014</p> | <p>Mr. Monty Lewis President, AFGE Local 1592 7190 11th St. Bldg. 555 Hill UT 84056-5401 Phone: DSN 777-3257 Email: monty.lewis@us.af.mil Start Date: Feb 2014</p> |
| <p>Ms. Patsy Reeves 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: patsy.reeves@us.af.mil Secretary: Maria Radesky Start Date: Aug 2013</p> | <p>Mr. Rocky Tasse President, AFGE Local 1942 PO Box 1944, Bldg. A10 Eglin FL 32542 Phone: DSN 872-5270 Email: rocky.tasse@us.af.mil Start Date: Nov 2012</p> |
| <p>Mr. David Robertson AFTC/CA DUTY TITLE: Executive Director, AFTC 26 Electronic Parkway Edwards AFB, CA 93524 Phone: DSN 527- 4436 – COMM 661-277-4436 Email: david.robertson@us.af.mil Secretary: Jean Kelly Start Date: June 2014</p> | <p>Ms. Pamela McGinnis President, AFGE Local 1138 P.O. Box 24662 Dayton, OH. 45324 Phone: 937-318-5666 pmcgin9187@aol.com Start Date: Aug 2013</p> |

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|---|---|
| <p>Mr. Ricky L. Peters AFRL/CA DUTY TITLE: Executive Director, AFRL 1864 Fourth St., Bldg. 15, Rm 225 Wright-Patterson AFB, OH 45433 Phone: DSN 674-9100 – COMM 937-904-9100 Email: ricky.peters@us.af.mil Secretary: Kathy France Start Date: Aug 2013</p> | <p>Mr. Tom Robinson Executive Assistant, AFGE Council 214 4375 Chidlaw Rd. Wright-Patterson AFB, OH 45433-5006 Phone: DSN 787-7092 – COMM 937-257-7092 Email: Thomas.robinson3@us.af.mil</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>Ms. Gina Martinelli 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: gina.martinelli@us.af.mil</p> | |