

**AFMC/AFGE COUNCIL 214 PARTNERSHIP COUNCIL MEETING MINUTES  
13 AND 14 DECEMBER 2005  
HILL AIR FORCE BASE**

The AFMC/AFGE Council 214 Partnership Council (PC) conducted its 19<sup>th</sup> meeting on 13 and 14 December 2005. The meeting was hosted by Hill Air Force Base, Ogden, Utah. A copy of the agenda, along with a list of the PC members/attendees, is attached.

*1. Opening Remarks/Acknowledgements*

Members assembled at the Poe Conference Center for an informal continental breakfast at 0715 hours. Co-Chairs Westgate and Blanch convened the formal meeting at 0800. Co-Chairs Westgate and Blanch welcomed the PC members and guests to the meeting. They thanked Mr. Cazal and his staff for hosting the PC meeting. They acknowledged Mr. Tom Scott, AFGE Local 987, as the newest member of the Council. Co-Chair Westgate acknowledged Member Bob May and Co-Chair Blanch acknowledged Member Tom Clark, who were both unable to attend due to medical reasons. A formal plaque was presented to Member Les Bordelon as special recognition for his outstanding service to the PC since January 2001. This was his last PC meeting prior to his retirement on 13 January.

*2. Welcome/Mission Brief*

Member Don Cazal, OO-ALC/CD, welcomed the Council members to Hill AFB. Mr. Jim Sutton, OO-ALC/XP, presented the OO-ALC mission brief. There was also discussion about the Quadrennial Defense Review (QDR) and end strength reductions. Co-Chair Westgate indicated she would contact Ms. Judy Stokley, AAC/CA, about collaborating with Member Landrum on LEAN processes.

*3. Summary Review of Action Items (AI) – Secretariat Rush*

A brief overview of each AI was given. All of the AIs were agenda topics for the meeting, except the status of AI 05-1-1 pertaining to the draft recognition memo prepared by Member Cazal. The draft memo was coordinated with HQ JA and PA. PA concurred; however, JA expressed concern regarding paragraph 1b of the draft memo dealing with solicitation of donations from private businesses. An action item was taken for AI to coordinate with JA on appropriate language for paragraph 1b of the memo.

*3. Center DP and Center / Wing Structure Update (AIs 04-2-4 & 04-2-16) – Member Peterson*

Member Peterson provided an update on the Center DP and AFMC Center Reorganization. He noted there were concerns with the split of the Wings and Centers, particularly in the areas of manpower, education and training, and civilian personnel. A recommendation is expected to be submitted within the next 60 days bringing the manpower, education and training, and civilian personnel flights into the Center DP.

*4. Alternative Dispute Resolution (ADR) Update (AIs 05-1-3 & 05-2-13) – Alternate Secretariat Robin Williams and Member Dan Landrum*

Ms. Williams provided an update concerning the ADR AIs. All the issues pertaining to AI 05-1-3 have been closed except the issue regarding placement of the local ADR Champion at WR-ALC. Member Peterson will ascertain when the appointed Robins' ADR Champion is scheduled to PCS. Co-Chair Westgate will contact WR-ALC/CD to

discuss the option of a senior civilian assuming the Champion duties, consistent with the other ALCs. Meanwhile, Member Tom Scott will meet with WR-ALC/CD and the new Robins' ADR Champion to determine whether he is comfortable with the situation as it currently stands. Member Ayres expressed concern about receiving information concerning mediation training. Ms. Williams indicated she would research when the next training course would be, and provide him the pertinent information. An action item was taken to ensure AFGE Council 214 (Mr. T. Robinson) is copied on AFMC/A1SL mediation training announcements for the purpose of disseminating the information to the local AFGE Council 214 Presidents.

Member Landrum also briefed the Council on his recent attendance at the ADR Worldwide Conference, held 30 Nov – 1 Dec 05. As the sole Union representative at the conference, he briefed the attendees on the Union's perspective on the benefits of partnership and its significance in the implementation of the AFMC ADR program. Both Co-Chairs gave Member Landrum kudos for his role at the ADR conference. Ensuing discussion revealed concern regarding the labor-management relationship at Kirtland. Union president elections will be held in Jan 06. As action items, Co-Chair Scott and Member Peterson will discuss the relationship concerns with the newly elected Union President, and management (377 ABW/CC and CPO), respectively. It was consensual holding the next PC meeting at Kirtland may also be beneficial.

*5. PC Training IPT (AIs 05-1-4, 05-2-11 & 05-3-18) – Mr. Gary Persons and Mr. Tom Robinson*

Mr. Persons, AFMC/DPDL, and Mr. Robinson, AFGE Council 214, provided a status update concerning the latest AIs related to PC training. After reviewing material provided by SAF/GCD, it was determined the materials could be used to satisfy training competency #6, "Understanding Interest Based Bargaining and its advantages over traditional bargaining." This closed AI 05-3-18 with a follow-on action item to contact SAF/GCD concerning the course development to determine who has the courseware, who could conduct the training, how the training course materials can be obtained, and how to obtain a priority for the courseware. AI 05-1-4 and 05-2-11 were both closed. Two follow-on action items were taken based on the briefers' recommendation. The first is to set up the Mindset of Leadership Training course in conjunction with the next PC meeting at Kirtland AFB, and to work with the vendor, Introspect, to tailor the course to the PC needs. The second is to contract with the Office of Personnel Management (OPM) to identify a developer for the course on Union and Management strategic planning.

*6. Computer Access / Security / Training – (AI 05-2-12) – AFMC/A6, Mr. Herbert Clonch*

Mr. Herbert Clonch briefed the status of AI-05-2-12 during a working lunch. Several concerns were discussed, including the Information Assurance training accessed through the AF portal; accessing the AF portal through home computers with an account; location of computers; and release of employees during duty time to access the computer. Action items were taken to ascertain the status of the My Pay test. A Command policy letter will also be drafted by A1 to address the release of AF civilians to access the computer for purposes of securing information through the AF Portal such as My Pay and employee benefits. A draft memo and survey was also presented during the briefing. Modifying the proposed survey to include the locations of printers and the number of employees not having e-mail accounts, were recommended. The associated draft memo for signature by

AFMC/CD and the AFGE Council 214 President should also be finalized. Co-Chair Westgate requested regular updates from A6 every three weeks on the status/progress of this action item.

*7. Electronic Communications by Unions – Mr. Tom Robinson*

Mr. Robinson briefed the Council on a new topic concerning Union e-mail communication. Member Peterson expressed his interest in working with Mr. Robinson to look into the use of e-mail concerns. It was recommended that an IPT be formed and co-chaired by Members Peterson and Landrum. The IPT should also include local representation from one of the Centers. A6 should serve as OCR, based on the nature of the action item.

*8. Civilian Wellness Participation – HQ AFMC/SGPP, Lt. Col John Leitnaker*

Another new topic, briefed by Lt. Col. John Leitnaker, HQ AFMC/SGPP, was Civilian Wellness. He discussed employee presenteeism and its effects on productivity and the mission. He noted that the kick-off for the Health Risk Appraisal (HRA) assessment is scheduled for late January 2006. He recommended that wellness activities, such as completion of an HRA, be included under the three-hours of fitness time currently permitted by AF for civilian employees. There was much discussion about keeping wellness separate from fitness vs. combining them. Co-Chair Blanch noted that there is already a memorandum of agreement on fitness; however, if wellness activities were included under fitness time, there would be no push back from the Union. Member Peterson cautioned that excusals of AF civilians for this purpose may not be permitted under current policy guidance, and took an action item to contact AF/DP and AFMC/JA concerning this proposal.

*9. Force Shaping Board Briefing – Member Peterson*

Member Peterson briefly discussed the first Force Shaping Board scheduled to be conducted in April 2006. The Board will be identifying junior military officers for separation. The military reduction should not directly affect bargaining unit employees, but could have some impact on the filling of civilian positions through external announcements, since those separated may be eligible to apply for civilian positions.

*10. Other Issues – Tabletop Discussion*

*Civilian Announcement Notification System (CANS) – Member Tom Scott* provided an overview regarding possible allegations of abuse concerning employee selection procedures under merit promotion and CANS. He indicated it would cost \$33K to obtain locally related documents/records through the Freedom of Information Act (FOIA). Although concern was expressed that this topic may be a local issue, Mr. Robinson indicated it was a command-wide issue, based on his discussions with other Union Presidents. Short announcement periods and core-doc changes were noted as concerns. The Union took an action item to provide specific examples of possible abuse of the system for A1 to review/investigate. The issue may be an educational or perception issue; therefore, this topic may be ripe for presentation at the next PC meeting.

*Smoking – Co-Chair Westgate* discussed Gen Carlson's overarching concern for a healthy and fit workforce. Since the current smoking policy is counterintuitive to the

wellness and fitness policies, CC has expressed interest in eliminating smoking on base altogether. A CC policy memo reiterating/enforcing the current smoking policy is expected to be issued. Meanwhile, as an action item, A1 and SG will review contract language in the local supplements to the Master Labor Agreement pertaining to smoking, as well as the 1987 and 1994 command smoking policy memos.

*National Security Personnel System (NSPS)* – There was brief discussion regarding NSPS. It was noted that the workforce training on NSPS content had been put on hold and that contract red-lining would occur after the enjoinder period.

*11. Review of Action Items/Membership Rotation/Planning for Next Meeting*

A status was given on the action items. Five action items were closed. Four remained open and twenty-two new action items were taken, for a total of twenty-six new/open action items. Discussion also focused on replacing Member Bordelon and including a Kirtland representative on the Council. The decision for replacement was tabled pending further review. An action item was taken to review/modify the PC CONOPS to ensure Kirtland AFB is represented on the Council. The next meeting is tentatively scheduled to be held at Kirtland AFB in the spring timeframe. The dates will be determined based on calendars. Members will be notified. The meeting was adjourned on 14 Dec 05 at 1015.

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BARBARA A. WESTGATE                      Date  
Executive Director  
HQ AFMC/CD

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SCOTT BLANCH                                      Date  
President  
AFGE Council 214

Attachments:

1. Agenda
2. List of Attendees
3. Action Item Summary