

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

29-30 March 2017

Hill Air Force Base, Utah

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 48th meeting on 29-30 March 2017, at Hill Air Force Base (AFB), Utah. 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. Ms. Young participated via VTC. All members were present with the exception of Mr. Bill Snodgrass, HQ AFMC/A1, and Ms. Kathy Watern, AFLCMC/CA. Ms. Mary Kerr, Mr. Mark Baros, and Ms. Meagan Rader from the Hill AFB Labor Relations Office participated as hosts.

1. Opening Remarks: Ms. Young and Mr. Tingey welcomed attendees to the PC. Mr. Tingey wished Ms. Young well and thanked everyone for traveling to participate in the meeting. He also introduced Ms. Tuja Stuard, the new AFGE Council 214 Executive Assistant.

2. Mission Brief: Col Jennifer Hammerstedt, 75 ABW/CC, welcomed everyone to Hill AFB. She provided an overview including how Hill AFB fits into the bigger picture. She then provided a video, which described the mission of Hill AFB. Mr. Randy Shaw, HQ AFMC/A1KL asked about the suicide rates at Hill AFB, since the last time the PC was conducted in Utah the spike in suicide rates was a big issue. Col Hammerstedt indicated they are not having the issue they were last time but any suicide is too many.

3. Local Partnership Council Update – Ms. Mary Kerr, Hill AFB Labor Relations Office and Mr. Monty Lewis, AFGE Local 1592.

Mr. Lewis welcomed everyone in attendance. Ms. Kerr introduced Ms. Rader and Mr. Baros from the Hill AFB Labor Relations Office. Mr. Lewis spoke about the mission of Hill AFB and reiterated the information Col Hammerstedt touched on during the Mission Brief. Ms. Kerr reviewed the Hill AFB Partnership Principles. Mr. Lewis discussed the battle rhythm of the committee. Ms. Kerr then discussed “partnering for resolution.” Mr. Lewis and Ms. Kerr then both discussed the various successes they have gained through Pre-decisional Involvement (PDI).

Mr. Shaw asked about the success of the civilian workforce flu shots effort and inquired about who initiated the effort. Mr. Lewis stated the local Partnership Council contacted a local company and worked with Occupational Medicine and other agencies to make this a success.

Mr. Lewis added that it was important to use PDI to deal with closing of the west gate for such a long time. Ms. Kerr discussed some successes such as Firefighters Personal Protective Equipment (PPE) the Volunteer Protection Program and the 309 AMXG Bump Cap through PDI that helped reduce head laceration injuries. Mr. Lewis spoke about the 388 FW facilities conversion and the standardized day shift start-times in 309 CMXG. This affected more than 1,100 employees and a reduction of shift start times from 13 down to four. Ms. Young asked Mr. Jeffrey Allen, AFSC/CA, if the firefighter success translates to a best practice with potential utilization at other locations. Mr. Allen said he would check with leadership in AFIMSC. Action Item 17-03-01.

Mr. Allen congratulated Mr. Lewis on his pending retirement and coined him for all his hard work.

Mr. Tingey encouraged everyone to utilize the training provided by FMCS as it is beneficial in building partnerships between labor and management.

4. Action Item (AI) Review – Mr. Randy Shaw, HQ AFMC/A1KL – See attachment for status

Mr. Shaw recommended Action Item (AI) 16-11-01 for closure. Ms. Young indicated in addition to this being a no-go, DAWDF funds will see a reduction of 25%. Mr. Shaw also recommended (AI) 16-11-02 for closure since the union received invites to participate in discussion of DEOCS and provided the results in January 2017. Mr. Shaw recommended closing (AI) 16-11-03 and (AI) 16-11-04 regarding the DEOCS Survey since commanders are aware to invite union representatives when releasing results commanders have available tools to address negative indicators. Mr. Shaw informed everyone that information pertinent to (AI) 16-11-05 and (AI) 16-11-06 was distributed therefore he recommends closure. Worklife4You usage reports are now available by MAJCOM, therefore AFMC knows the associated usage and cost benefits and recommends closing (AI) 16-11-07. The group discussed (AI) 16-11-08 concerning the Multi-trades initiative; Ms. Young advised that leadership positions not filled by the administration yet is causing delays with OSD. Ms. Young has elevated the request for support and advised they will be meeting with AFGE at the National Level to discuss during the Depot Caucus. The council decided to close this action item and open one that only deals with project implementation. Mr. Shaw then recommended closing (AI) 16-11-09 since this item is subject to mid-term bargaining. Lastly, in regards to (AI) 16-11-10, Mr. Tingey hopes that during the MLA signing ceremony they can make time to conduct the brown bag luncheons.

5. Air Force Civilian Associates Degree Program (CADP) – Mr. Jason Sibrel, HQ AFMC/A1D

Mr. Sibrel briefed on the AF's Civilian Associates Degree Program (CADP). Mr. Sibrel discussed the purpose, eligibility and quotas associated with the program. Mr. Sibrel provided details pertaining to this program. He also explained administering of the program through CDE Call, the degree awarded, the program length and the benefits.

Ms. Young added that Dr. Todd Fore, HQ AF/A1, is tracking applicants, and the Air Force is really hoping to get 90 participants. Ms. Young went on to say she would appreciate everyone's support and encouragement for this program.

Ms. Kerr asked about allowing duty time to work on the program. Ms. Tammy Lyons, HQ AFMC/A1K, reviewed the pertinent AFI to determine if any provisions provide duty time, and advised the AFI requires participants to complete the program on personal time. Mr. Allen stated, "This is confusing and will make the program difficult if not allowed on duty time." Ms. Young said Air Force and the Air Force Personnel Center are working to see how they can make duty time a reality. Mr. Allen said he would be curious to know how many people with associates degrees continue in their pursuit of advanced degrees. AI 17-03-02 provides clarification on duty time authorized for employees participating in webinars as part of the associates program. AI 17-03-03 determines if metrics exist for how many people continue their education once completing their CCAF or associates degree.

6. Civilian Hiring Freeze – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons discussed the current hiring freeze and exemptions. Ms. Lyons explained areas or functions that could receive exemptions and provided guidance is in various sections. She noted there are no

new RPAs as of 8 February unless accompanied by an approved exemption, and there are 64,000 positions within AFMC. Ms. Lyons went on to discuss how they are prioritizing exemptions and provided an update on the AFMC exemption status as of 29 March 17.

Mr. Tingey asked if packages included contractors and if we know how they are putting in for positions they fill. Ms. Lyons confirmed that packages only included organic civilians and NAF. Mr. Tingey then inquired into the length of time it takes for a package to come back approved. Ms. Lyons responded, "Initially it was fairly quick and currently it is taking about 21 days on average, not every package is equivalent, it depends on the criticality of the package." Ms. Young added, "Each package is about eight pages long and all packages are being thoroughly reviewed prior to approval. Dr. Fore is working hard with me to ensure these packages are being pushed through and adequately staffed."

Mr. Tingey asked if each package contains multiple positions. Ms. Young stated that was the beauty of the firefighter package since a couple of different types of Position Descriptions covered all of them. Ms. Young then added, "There is a learning curve but we are getting better as we go through the process."

Ms. Lyons provided a chart comparing AFMC to the rest of the Air Force. She highlighted that no AFMC packages received disapproval at the Air Force level but AFMC disapproved two packages. Ms. Lyons discussed management lessons learned and emphasized the team effort required and how well people have worked together to complete this project.

Mr. Shaw inquired if there was any rumor on how long this will go on. Ms. Young answered, "The Executive Order said 90 day hiring freeze but it was up to the services to get their attrition plans together to address how to get their numbers under control." Ms. Young is talking with Dr. Fore on how Air Force is progressing with their attrition plan.

7. FY17 NDAA Workforce Initiatives – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons briefed on key initiatives having an impact on AFMC. Ms. Young highlighted the Voluntary Separation Incentive Program (VSIP) increase was through September 2018. Mr. Tingey clarified, "The incentive is up to \$40,000, but you don't necessarily get the entire amount." Ms. Lyons responded, "You are correct, it is based on what you would get in a severance package – the lower of the two numbers."

Ms. Lyons went on to discuss the NDAA impact on the Civilian Workforce. She highlighted provisions included in the Direct Hire Authorities.

Ms. Lyons highlighted the increase to VSIP is temporary and we would see if AFMC would have any need to pursue this provision over the next couple of years. She also discussed AcqDemo and stated that it provides permanent authority to adjust a special system of personnel programs for employees in the DoD workforce. Ms. Young added that by 2022, SES authorizations are not to exceed 1,260; a 12% reduction for Air Force. There will be more to come on how implementing these reductions.

Ms. Lyons discussed the 180-day waiting period before a military retiree could apply for a DoD position. She highlighted the approval of six out of ten appointments in the pipeline. Additionally, she discussed the new categories of administrative leave and said there is a lot of work needing completed before discussing the nuances associated with this NDAA initiative. AI 17-03-04 provides an update on the impact the NDAA has on administrative leave status codes.

8. On-Boarding – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons discussed the efforts AFMC are making to improve the On-boarding Program. Members of a Command-wide working group established in September 2016 are working this initiative. HQ AFMC/A1 is co-leading with AFSC to look at AFSC best practices associated with bringing people on board. She also said the working group created a SharePoint site to help with scheduling pre-employment appointments such as finger printing, drug testing and physicals. Ms. Lyons provided a flow chart to summarize this information.

Mr. Carl Dahms inquired if anyone was looking at duplication of effort going on with the On-boarding program; he used drug testing and physicals as examples. His concern stems from an individual being able to use the results of a screening they have already used prior to coming into Federal service and having to complete the identical screening once hired. He said this takes additional time and creates additional costs. Ms. Lyons remarked this type of duplication is one of the areas the working group is looking at to improve the process. AI 17-03-05 – Review procedures for the On-boarding program to determine if eliminating duplication is possible.

Mr. Allen asked about the results of an Action Item that is with Mr. Snodgrass to discuss the Eighty-Day End-to-End initiative. He wants to make sure we do not lose sight of this initiative. Ms. Lyons responded that she would address any open Action Items. AI 17-03-06 – Provide an update on the hiring freeze to include the end date and the way ahead.

9. DoD Performance Management Appraisal Program (DPMAP) – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons provided an update on DPMAP. She explained how this program implements a standardized automated performance appraisal tool. She discussed the three levels (Outstanding, Fully Successful, and Unacceptable) associated with performance review levels. Ms. Lyons also highlighted the efforts made thus far to ensure employees are receiving the right training; she also identified the reduction of required training time from 14 to 5 hours.

Mr. Tingey inquired into reaching out to the other 86% of the population who have yet to receive the training. Ms. Lyons advised the PC members that AFMC is working the details through the DPMAP training working group. Mr. Allen ensured the group that AFSC is working this issue very aggressively. AI 17-03-07 – establish tracking measure and process for providing updates on DPMAP training completion.

10. Master Labor Agreement (MLA) Update – Mr. Randy Shaw, HQ/AFMC/A1KL and Mr. Troy Tingey, President, AFGE Council 214

Mr. Shaw began the update by stating the recent contract negotiation with AFGE Council 214 in Albuquerque, New Mexico, was the best negotiations he has ever been a part of and gave “kudos” to Mr. Snodgrass and Mr. Tingey and his team and for their leadership. Mr. Shaw explained negotiations consisted of an Interest-Based-Bargaining (IBB) approach. Mr. Tingey added the IBB approach was a win-win for both parties. He emphasized the importance of the IBB training with Mr. David Martinez and his associate prior to negotiations. He stated, “Both parties negotiated hard back and forth but there was not really any heated arguments, it was certainly a collaborative approach.” Mr. Tingey

discussed that both parties exchanged interests ahead of time, and the teams opened 21 MLA articles with 77 interests in total.

Mr. Shaw gave a lot of the credit for their success during negotiations to the facilitator, Mr. Martinez, who has worked with them over the years. Mr. Tingey talked about how the teams kept additional articles from entering into negotiations and reiterated the help of Mr. Martinez and the scribes as a reason for the success. Mr. Tingey stated, "He sees no reason ratification cannot happen." Mr. Shaw talked about the importance of having representation at the table from all of the installations. He then addressed the way ahead on the contract. Ms. Young expressed her appreciation for everyone's hard work to get the contract negotiated and indicated she agrees with the IBB approach.

11. Recognition – Ms. Patricia Young, HQ AFMC/CA, and Mr. Troy Tingey, President, AFGE Council 214

Ms. Young expressed her appreciation to Mr. Doug Ebersole, AFRL/CA, for his participation on the Partnership Council, and welcomed Mr. Dahms as the newest member. Mr. Ebersole said he would advise his successor to read the MLA as soon as possible once on the job and discussed the importance of the partnership between management and labor.

12. Reasonable Accommodation – Mr. Keith Tickle, HQ AFMC/A1KQ

Mr. Tickle began by expressing "reasonable accommodation" is for qualified individuals with a disability. He discussed the three categories of reasonable accommodations, which included the job application process, work environment and other employment entities. Mr. Tickle went on to explain some of the reasonable accommodation barriers. He expressed that telework is a common request, but highlighted the importance of looking at each case on its own merit, and discussed cross comparisons are not considered as each disability is unique. Mr. Tickle also talked about the importance of the employee's role in the reasonable accommodation process and the responsibility to notify the employer. He explained "undue hardship" and the verification process and described it as an interactive process with a group of associated activities.

Mr. Sirron Bailey, AFGE Local 2263, provided an example of an employee tearing his ACL and inquired into the necessity to make reasonable accommodation for this employee. Mr. Tickle explained in the scenario provided "temporary" is the key; major life functions are not taken away therefore this goes into a different category, but elaborated if the determination was made the injury was permanent, reasonable accommodation could be considered.

13. Green Dot / Suicide Prevention Initiative – Mr. Scott Crum, HQ AFMC/CVS

Mr. Crum explained the purpose of the Green Dot initiative. He said the feedback he received thus far is employees are enjoying the training and are willing to intervene when needed. He stated that from an AFMC Sexual Assault Prevention and Response (SAPR) perspective, he has seen a decrease in reporting. Mr. Ebersole asked, "Why only 88% on the metrics?" Mr. Crum stated, "We don't have the feedback with those metrics but have addressed this through Air Force."

Mr. Crum also briefed the integration of Green Dot and Suicide Prevention and stated that multiple avenues will be available to complete the training. He said when the Memorandum of Agreement on this topic was negotiated with AFGE Council 214 the parties were able to agree to an alternative, which prevents an individual with personal history from having to attend the training. In this situation,

the employee notifies the supervisor; they watch a video and inform the supervisor they have completed the training. Mr. Kris Borders asked, "Is there a part that is voluntary?" Mr. Crum responded, "Yes, the Peer Influencer (Bystander) training is voluntary." Mr. Crum then explained the Green Dot Model and the goal to convert as many of the red dots into green dots.

14. Multitrades Demonstration Project – Ms. Don Lucht, HQ AFMC/A4P

Mr. Lucht provided an update and stated they need an advocate to get this project through OPM. Mr. Lucht advised they considered expansion to F-35 but not sure on the older platforms. They want to press with making this work for the F-22. Mr. Robert Good recommended they close the current Action Item and open a new one to keep focus on the project and Ms. Young agreed. Mr. Lucht recommended distributing the IOI to the group quarterly. AI 17-03-08 – Ensure members of the PC receive informational copies of the HQ AFMC/A4 Multi-trades Demonstration Project quarterly update IOI when provided to AFMC/CC.

15. Cyber-Security Awareness – Mr. Ted Maxfield, AFLCMC/INLA

Mr. Maxfield provided a briefing regarding Cyber-Security Awareness. He discussed the intelligence behind the cyber-security threat. Mr. Maxfield shared that many targeted attacks are trying to steal state secrets and intellectual property. He explained how hackers go about trying to gain access through various techniques such as, spear-phishing and watering holes since the goal is to access data or information. Mr. Maxfield talked about the importance of digitally signing or digitally encrypting emails. He continued by discussing the various mitigation strategies and highlighted the importance of keeping security software current.

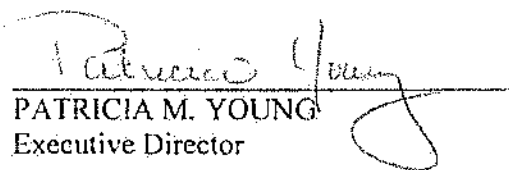
16. Open Discussion/Wrap-Up - Mr. Randy Shaw, HQ AFMC/A1KL

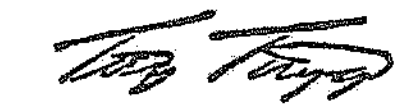
Mr. Shaw reviewed all the newly identified AI's for the PC and gained agreement from the members on the content of the items; these AI's are included in the attachment.

Mr. Good identified the week of 31 July for the next PC meeting at Arnold AFB, TN. Ms. Young stated she is looking forward to going to Arnold AFB for the next PC. She also applauded the management team and union team for their successful negotiations. Mr. Tingey reiterated Ms. Young's comments in reference to the MLA Negotiations. Mr. Robertson is looking forward to hosting the next PC. Mr. Ebersole stated he has enjoyed working with the PC and has found this forum very positive; he also noted he no longer senses the tension that used to be in the room.

Mr. Tingey concluded by thanking everyone who was responsible for making the PC a success. Mr. Tingey and Ms. Young both thanked all of the members again for their time and commitment to the AFMC/AFGE Partnership Council.

Minutes Approved By:


PATRICIA M. YOUNG
Executive Director


TROY TINGEY
President, AFGE Council 214

"Old" Action Items from WPAFB 2 November 2016				
AI#	Description	OPR		Status
16-11-01	Determine if services offered through the Civilian Health Promotion Services (CHPS) program can be funded by the Defense Acquisition Workforce Development Fund (DAWDF).	AFMC/A1K in conjunction with SAF/AQ		CLOSED
16-11-02	Determine the methodology used to gain additional employee feedback from the results of the AFSAC DEOCS Survey and provide feedback to A1. A1 will share information with Ms. McGinnis and Mr. Hughett.	AFLCMC/CA		CLOSED
16-11-03	Ensure CCs/Directors provide invite to union when DEOCS results are released to employees in AFMC organizations.	AFMC/A1KQ		CLOSED
16-11-04	Ensure leaders are aware of available tools to address negative indicators identified in applicable DEOCS surveys.	AFMC/A1KQ		CLOSED
16-11-05	Provide a list of Institutional Competencies to the members of the AFMC/AFGE C214 PC.	AFMC/A1D		CLOSED
16-11-06	Provide documentation which provides insight into governance process of the Air Force Learning Council.	AFMC/A1D		CLOSED
16-11-07	Determine how AFMC usage of Worklife4You is being tracked to ensure cost benefit.	AFMC/A1R		CLOSED
16-11-08	Explore means to expand the Multi-trades Demonstration Project to other AFMC locations.	AFMC/A4		CLOSED
16-11-09	Ensure process in place to verify employees impacted by "2 Year Probationary Period" are receiving appropriate notification.	AFMC/A1KL		CLOSED
16-11-10	AFLCMC leadership and Mr. Tingey conduct brown bag luncheon to help expand understanding of Pre-decisional Involvement.	AFLCMC/CA		OPEN
"New" Action Items from Hill AFB 29-30 March 2017				
AI#	Description	OPR		Status
17-03-01	Determine if the process for streamlining the Personal Protective Equipment requirements for Hill AFB Firefighters should become a best practice and considered for use across the Command.	AFMC/A1K		OPEN
17-03-02	Clarify if duty time is authorized for employees participating in webinars as part of the 2-year associate's degree program.	AFMC/A1D		OPEN
17-03-03	Determine if metrics exist for how many people continue their education once completing their CCAF or 2-year associates degree.	AFMC/A1D		OPEN
17-03-04	Provide an update on the impact the NDAA has on admin leave status codes.	AFMC/A1K		OPEN
17-03-05	Review procedures for on-boarding to determine if duplication can be eliminated (e.g. drug testing, physicals, etc.)	AFMC/A1K		OPEN
17-03-06	Provide an update on the hiring freeze to include the end date and the way ahead.	AFMC/A1K		OPEN
17-03-07	Establish tracking measure and process for providing updates on DPMAP training completion.	AFMC/A1K		OPEN
17-03-08	Insure members of the PC receive information copies of the HQ AFMC/A4 Multi-trades Demonstration	AFMC/A4		OPEN

	Project quarterly update IOI when it is provided to AFMC/CC.			
--	--	--	--	--

**AIR FORCE MATERIEL COMMAND
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214
PARTNERSHIP COUNCIL MEETING
29-30 March 2017**

BUILDING 849, SULLIVAN CONFERENCE RM – HILL AFB, UT

WEDNESDAY, 29 MARCH 2017

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0715	<i>Surrey Pick-up at Hilton Garden Inn</i>
0730 - 0800	<i>Continental Breakfast</i>
0800 - 0815	<i>Welcome/Opening – Administrative Remarks/Agenda Review (Mr. Randy Shaw, HQ AFMC/AIKL - Ms. Patricia Young, HQ AFMC/CA - Mr. Troy Tingey, President AFGE C-214)</i>
0815 - 0845	<i>Mission Brief (75 ABW/CC, Col Jennifer Hammerstedt)</i>
0845 - 0915	<i>Local Partnership Council Update (Mr. Monty Lewis, President, AFGE Local 1592, & Ms. Mary Kerr, 75 FSS/FSMC)</i>
0915 - 0930	<i>Break</i>
0930 - 0945	<i>Two-Year Associates Degree Program (Mr. Jason Sibrel, AFMC/AIDS)</i>
0945 - 1030	<i>Hiring Freeze Update (Ms. Tammy Lyons, AFMC/AIK)</i>
1030 - 1100	<i>Civilian Personnel Initiatives from FY17 NDAA (Ms. Tammy Lyons, AFMC/AIK)</i>
1100 - 1130	<i>On-boarding Best Practices, Performance Systems Update (Ms. Tammy Lyons, AFMC/AIK)</i>
1130 - 1145	<i>Recognition of Partnership Council Members</i>
1145 - 1200	<i>Travel / Group Photo (Bldg 849)</i>
1200 - 1300	<i>Lunch (Catered by Café Zupas)</i>
1300 - 1330	<i>Green Dot / Suicide Prevention Update (Ms. Carmen Schott, AFMC/AIR)</i>
1330 - 1345	<i>Multi-Trades Demonstration Project (Mr. Don Lucht, AFMC/A4)</i>
1345 - 1415	<i>Reasonable Accommodation (Mr. Keith Tickle, AFMC/AIKQ)</i>
1415 - 1430	<i>Break</i>
1430 - 1500	<i>Cyber-Security Awareness Briefing (Mr. Ted Maxfield, AFLCMC/INLA)</i>
1500 - 1530	<i>Master Labor Agreement Update (Mr. Randy Shaw, AFMC/AIKL - Mr. Troy Tingey, President AFGE C-214)</i>
1530 - 1600	<i>Open Discussion (All PC Members)</i>
1600 - 1615	<i>Surrey Travel Back to Hilton Garden</i>
1615 - 1745	<i>Personal Time</i>

1745 -- 1800 *Travel to Dinner at Corbin's*

2000 -- 2015 *Walk Back to Hilton Garden Inn*

THURSDAY, 30 MARCH 2017

0715 *Surrey Pick-up at Hilton Garden Inn*

0730 - 0800 *Continental Breakfast*

0800 -- 0815 *Action Item Review (Mr. Randy Shaw, AFMC/AIKL)*

0815 -- 0830 *Wrap Up / Closing Remarks (Ms. Patricia Young, HQ AFMC/CA - Mr. Troy Tingey, President AFGE C-214)*

0830 -- 0845 *Travel by Surrey to Tour Site*

0845 -- 1045 *Tours (See Attachment)*

1045 - 1100 *Surrey back to Hotel*

PARTNERSHIP COUNCIL MEMBERS (As of: Mar 2017)

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: Cynthia Reynolds 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: Karen Rost Start Date: Nov 2016</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: Aug 2013</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: Audrey Tilley Start Date: Jun 2014</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: Maria Radesky Start Date: May 2016</p>	<p>Mr. Sirron Bailey President, AFGE Local 2263 P.O. Box 5477 Albuquerque, NM 87185 Phone: DSN 246-4353 Email: sirron.bailey.1@us.af.mil Start Date: Nov 2016</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: Lori Hosey Start Date: Jun 2014</p>	<p>Mr. Kris Borders President, AFGE Local 1406 P.O. Box 87 Edwards AFB, CA 93523-0087 Phone: (661)860-0971 Email: bordersafge@gmail.com Start Date: Jan 2016</p>
<p>Mr. Doug Ebersole 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: charles.ebersole@us.af.mil Secretary: Karen Zawada Start Date: Jan 2016</p>	<p>Ms. Tuja Stuard Executive Assistant, AFGE Council 214 4375 Chidlaw Rd. Wright-Patterson AFB, OH 45433-5006 Phone: DSN 787-1520- COMM 937-257-1520 Email: tuja.stuard@us.af.mil Start Date: Feb 2017</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>	