

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

20-21 February 2014

HQ AFMC WRIGHT-PATTERSON AFB

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 40th meeting on 20-21 February 2014, at HQ AFMC, Wright-Patterson Air Force Base, Ohio. 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 attached. All members on the attached list were present except for Mr. Todd Fore, HQ AFMC/A1.

1. Opening Remarks/Acknowledgements

Mr. Randy Shaw began the meeting with opening administrative remarks. Mr. Mike Gill thanked Mr. Shaw and Ms. Gina Martinelli for their hard work preparing for the meeting. He also welcomed Ms. Patsy Reeves, AFLCMC/CA, Ms. Pam McGinnis, President, Local 1138, and Mr. Monty Lewis, President, Local 1592, as new members on the Partnership Council (PC). Mr. Gill reflected on the last meeting which was held in August 2013 via VTC. He acknowledged that VTC meetings are not as satisfying as being able to meet face-to-face and was grateful for this opportunity. He expressed how challenging the past year has been. Mr. Gill indicated that the Joint National Labor-Management meeting has been scheduled for 3 Jun 14 and asked everyone to plan accordingly. Mr. Troy Tingey welcomed all PC members as well, and thanked everyone for taking the time to make this event happen.

2. Wright-Patterson AFB Mission Brief - Col Cassie Barlow, 88 ABW/CC

Col Cassie Barlow provided a welcome and mission briefing. She stated that Wright-Patterson AFB hosts 115 organizations and the number seems to grow almost weekly. There is even a small contingent of Marines that most people are unaware of. She talked about the importance of community partnerships and establishing networks with state, local, and community organizations. Collaboration and shared services are the keys to more efficient programs and services. As the largest single site employer in Ohio, WPAFB has a payroll of over \$2 billion and a total economic impact of \$4.6 billion. Robust education outreach programs are preparing youth for future science and engineering professions. Mr. Monty Lewis indicated that Hill AFB cannot hire software engineers fast enough. Mr. Rocky Tasse said they have similar outreach programs at Eglin AFB. Col Barlow discussed the impact of force support programming and the struggle with reducing quality-of-life services. She also talked about personnel challenges and losing corporate knowledge due to retirements which translates into a need for better succession planning. Mr. Lewis expressed his concerns with base restaurant operations closing at Hill AFB. Col Barlow indicated WPAFB partners with state agencies for the blind and AAFES organizations to operate base restaurants. She is also looking at ways to offer more choices through food truck vendors. Col Barlow offered to contact Col Kolbe at Hill AFB to discuss best practices. Mr. Gill said he appreciated the efforts of Col Barlow and commented on the high-visibility organizations serviced at WPAFB.

3. Action Item Review/Local Supplement Agreement Update – Ms. Gina Martinelli, HQ AFMC/A1KL

Ms. Martinelli reviewed the list of old action items (AIs). She reported that most action items have been closed with the exception of the calculation of aged comp time, which remains at DoD for legal review. She mentioned that the AI to issue a letter from the PC Co-chairs to the field endorsing pre-decisional involvement (PDI) was closed. Mr. Tasse expressed angst with management for not engaging him on more meaningful PDI subjects. Mr. Tom Robinson agreed there is a need for better guidance and support concerning what good PDI looks like. Mr. Ross Marshall opined there is more PDI taking place than we think. Mr. Lewis gave examples of the local union at Hill finding out about changes in the base newspaper and said this needs to improve. Mr. Tingey said PDI should take place right away when you have any inkling you are going to end up bargaining an issue. Mr. Lewis said official union notification is still required. Mr. Shaw indicated issues are often learned of after-the-fact. He said when Air Force directs a change, we are not always aware of it ahead of time, and there is no opportunity for PDI. Mr. Gill said we need to reissue PDI guidance again to the field. Mr. Tasse said it insults the union when management brings them in after decisions are made. The union wants to be involved when ideas are being discussed. Mr. Gill gave examples of when management used PDI, but said we can do a better job. Dr. Davy Belk suggested publicizing successful examples to give managers a better idea of what PDI is.

Mr. Tingey said if done right, there should be no need for formal bargaining. Mr. Marshall said the emphasis is on communication and instances of not being able to talk to one another are rare.

Ms. Martinelli provided an update on the status of Local Supplement Agreement (LSA) negotiations at each base. She said the Edwards LSA is currently on hold due to several complaints being filed which will require third party resolution. Mr. Tingey suggested getting involved to assist with the issues. Dr. Belk indicated he would look into it when he returns and talk about ways to resolve. Ms. Martinelli said the Eglin Local 1897 negotiations are pending Interest Based Bargaining (IBB) training. Mr. Tasse said the reason Local 1897 was on hold was because the parties went to the Federal Services Impasses Panel (FSIP) over official time in the ground rules. He also said the Local 1942 PC charter needs signed before he will move forward with renegotiating the Local 1942 LSA. Mr. Lewis said the proposed Hill LSA needs revised due to an unfair labor practice decision on shift changes. Therefore, the union cannot ratify the agreement until the language is updated to reflect the decision. Ms. Martinelli continued with the update of the other bases. Kirtland is working on ground rules and developing their interests. Robins has withdrawn their issues from the FSIP and they are resuming negotiations. Tinker was on hold due to personnel turnover, but scheduled to start back in March. Wright-Patterson is in the process of scheduling IBB training.

4. Suicide Prevention Update – Lt Col Eddie Hubbard, HQ AFMC/SGOB

Lt Col Eddie Hubbard presented an update on the Suicide Prevention Program. Numbers for CY13 showed fewer events than CY12. Lt Col Hubbard conveyed his appreciation to the union members who assisted with the Frontline Supervisors Training video: Mr. Justin Bell, Mr. Robinson, and Mr. Tasse. He encouraged the union to continue bringing ideas and concerns forward and said how much he values the union's input. Mr. Marshall asked how the spiritual dimension fits into the risk factors. Lt Col Hubbard said spiritual wellness is one of the four pillars of health, but it is also a component of suicide prevention and is considered during a suicide review. Mr. Gill said the suicide reviews he has seen do not include spiritual information. Mr. Marshall asked if spiritual has been identified as a driver during root cause analysis and if that should be focused on. Lt Col Hubbard said that has not been focused on specifically, but is part of the review. He indicated he will take a closer look and assess if there is any correlation. Dr. Belk indicated the spiritual connection is important because it can affect other areas. Ms. McGinnis asked if the work relationship, particularly the threat of losing one's job, is part of the evaluation. Lt Col Hubbard said that it was. Mr. Tasse wanted to know why there is not more emphasis on civilians when most suicides are civilian versus military. Mr. Gill said our civilians are a primary concern. Ms. Reeves said there are barriers with being too invasive when dealing with civilian issues. Ms. McGinnis wanted to know if work relationships could be broken down in the analysis of risk factors. She submitted that employees facing removal actions are at greater risk and if given another chance, it could save a life. Mr. Tasse said the Employee Assistance Program (EAP) has no authority to get involved with the supervisor. Mr. Lewis shared information concerning suicide hotline numbers. He asked if the union could get suicide numbers and a breakdown of contributing factors by base. He opined that mid and upper management care, but the first level supervisors typically do not. Lt Col Hubbard talked about the hand off and asked to work with Mr. Tasse and Mr. Robinson some more on this. He said the door is open to dialogue, and partnering these issues with the front line will help shape guidance. Ms. McGinnis said she has employees on the verge right now who are afraid to talk to the supervisor because of security clearance issues. Lt Col Hubbard admitted the policy is military focused, and the hand-off policy for civilians needs to be addressed. He was excited to receive more feedback from the union and thanked them again for their partnership. He said the Frontline Supervisors Training video should be released in September. Mr. Tasse said he would also like to see supervisors attend live training versus only computer based training (CBT) to facilitate dialogue. Ms. Reeves suggested showing the video during commanders' calls. Mr. Gill said he was impressed by the script and thought it was a good idea to show at open forums. Lt Col Hubbard said the video will be shown to at-risk groups during wingman intervention events. Mr. Gill said he would like to do better at capturing the number of saves, but we are making progress with developing these tools.

5. Sexual Assault Prevention and Response Update – Dr. Jeff Paddock, HQ AFMC/A1Z

Dr. Jeff Paddock presented an update on the Sexual Assault Prevention and Response (SAPR) program. He said last Spring the Air Force expanded its office with increased staff and created two divisions in response to high visibility cases. He said new training and certification requirements have been implemented for Sexual Assault Response Coordinators (SARCs). Mr. Tingey asked where the victim's family fits in? Dr. Paddock said the SARC can involve the family if the victim requests. The hospital and court can also involve the family. SARCs are able to accompany civilians to these locations. Dr. Paddock provided data on the number of sexual assaults reported. He said some of the older incidents that are just now being reported are difficult to prosecute. He said the goal of the program is a culture of respect and resiliency and to ensure an environment free from

disrespectful behaviors. Mr. Tasse asked how are commanders held accountable? Dr. Paddock said Congress continues to pass new NDAA laws which require greater accountability for commanders. He also talked about the SAPR stand downs which took place last spring and fall, and there will be another one coming up this spring when guidance is received. Additional training for SARCs, victim advocates, leaders, and staff is on the horizon. Surveys will be administered to analyze trends compared to the 2010 baseline. Mr. Marshall asked what percent of sexual assaults is alcohol related? Dr. Paddock said there could be missing data, and that question will be asked more consistently, but last year it was 70%. Mr. Gill asked how does civilian data get reported if the incident occurred off base? Dr. Paddock said there are separate databases for NCIS and OSD, and state laws do pose barriers. Ms. Reeves asked about demographics and trends such as age group. Dr. Paddock said we are not there yet with the AFMC data, but DoD statistics show the 18-25 year old age group is at greatest risk.

6. State of Air Force Life Cycle Management Center – Ms. Patsy Reeves, AFLCMC/CA

Ms. Reeves, AFLCMC/CA, provided a review of the Air Force Life Cycle Management Center since its stand up. She said AFLCMC is a complex organization with 77 different geographic locations and 26,000 employees, 52% civilian, 25% contractor, and 23% military. Systems are managed cradle-to-grave and lots of time is spent meeting on VTC. She said the progress is exciting. There are ten different Program Executive Officers (PEOs) at different locations who report directly to SAF/AQ at the Pentagon. Staff organizations report to General Moore, AFLCMC/CC, who refers to the AFLCMC operation as a factory. War-fighting capability is our product as we support the PEOs with processes and people. AFLCMC has a broad and diverse portfolio, and our goal is to standardize and unify best practices to create efficiencies. As a single face to the customer, the PEO can identify duplication and give a new perspective, making better decisions and saving money. The journey is far from over as new opportunities and challenges arise, such as resource constraints and downward directed policies. With over 300 acquisition programs, we have to prioritize and optimize talent. Hiring more people with Foreign Military Sales funding allows us to continue bringing in new interns and offer developmental programs. Because of the new 5-Center Construct, we communicate better with our Center counterparts at other bases who host AFLCMC employees. We make sure AFLCMC employees are eligible to participate in local programs and we share best practices. Mr. Gill said the new structure is working even better than we expected. Relationships with the five Centers are stronger than they were with the twelve Centers. We are realizing the benefits and efficiencies that were intended. Mr. Ricky Peters said AFRL reorganized in a similar fashion 15 years ago. He said they are working to standardize more systems and operations and working closely with AFLCMC and the Air Force Test Center (AFTC) to build relationships and grow partnerships with other government organizations, such as the one currently with NASA in Cleveland.

7. AFMC Financial Outlook – Brig Gen Mark Brown, HQ AFMC/FM

Brig Gen Mark Brown, HQ AFMC/FM, came in next with a briefing on the fiscal outlook. He brought along Ms. Mary Miller, HQ AFMC/FMP, and Mr. Larry Trame, HQ AFMC/FMA. Brig Gen Brown said the Air Force is in a post-war draw down trend, but the debate has been how far down we must go. As a result, the next few years will continue to be disruptive. The leadership of Gen Wolfenbarger during the furlough had a significant impact on how furloughs will be approached in the future due to her strong advocacy that furloughs are the wrong thing to do. We are certain there are no furloughs in the FY14 budget. However, commanders are starting to receive pressure to get ready for strategic shaping decisions required in the FY16 budget. Brig Gen Brown discussed a pie chart depicting civilian compensation as 30% of the O&M budget. Mr. Tasse asked if awards fall within the 30%? Brig Gen Brown said awards are included. Mr. Tasse said it appears management just wants to employ people, but does not care about rewarding them. Brig Gen Brown said we employ as many people as we can, and funding is used differently at each base to create efficiencies, such as reducing services that are available in the community. \$51M extra is being held in the civilian employment plan to make sure we meet our targets for the next year. Overtime will be used prudently. As a follow-up to previous discussions on DFAS issues, Ms. Miller contacted all the bases and there were no ongoing issues reported. The employee issue at Robins raised during the Feb 2013 PC meeting has been resolved. Mr. Lewis asked about the aged comp time issue and wanted to know why it cannot be fixed. He said this is not fair to the employees who earned the comp time, which should have included night differential. Mr. Gill said this has been elevated to Air Staff and we are still awaiting a legal opinion from DoD. Brig Gen Brown said if the policy has not been determined, we are not allowed to fix it. Mr. Shaw said we are tracking the policy determination. Brig Gen Brown said we can take an action to find out what DoD has decided. He said we can also take an action to train timekeepers and CSRs when the information is received on the proper coding. Mr. Lewis said the \$16 correction has cost thousands for both union and management to fight this issue. Mr. Tasse said there was a problem at Eglin with furlough being coded wrong and employees were told they had to repay the government. He said in his situation, he paid it back, but DFAS also deducted it. It took months to resolve the overpayment issue and there was no POC at

DFAS to help fix it. He said there were up to 200 similar cases at Eglin. Brig Gen Brown said he would have his staff look into the situation at Eglin and determine how to resolve using the ombudsmen process established at HQ AFMC to elevate issues. Responsiveness data is being tracked, but we need cases to be reported. Brig Gen Brown said FM would definitely engage if significant numbers of employees were not taken care of during furlough. Mr. Tingey asked about RIFs for FY14-15. Brig Gen Brown said this was not in his swim lane, but he has a sufficient civ pay budget for the next two years. Mr. Tingey also asked how much the furlough ended up costing. Brig Gen Brown said we did not quantify the dollar value to the cost. Mr. Tasse opined that it cost way more than what was saved. Mr. Gill said it is hard to quantify the mission impact to a dollar amount. Mr. Tingey said we lost 20 days of production last year—furloughing mechanics who were not paid from sequestered funds. That is a real cost. Mr. Marshall thanked FM for working around the clock and for the CSRs who worked diligently to fix the problems. Mr. Tasse agreed and said he also appreciates the hard work from the FM community.

8. State of Air Force Test Center – Dr. Davy Belk, AFTC/CA

Dr. Belk, AFTC/CA, provided a review of the Air Force Test Center since the 5-Center reorganization. He said the goal is for the AFTC team to become one enterprise. With 31 locations, alignment and development of the workforce is our priority. He said we still have commanders who resist using a single center, but we are working to build these relationships and champion AFTC as the tester of choice by developing new capabilities and forming strategic partnerships to secure additional training space. Mr. Lewis asked why there is no labor management partnership council at Edwards, nor one at Eglin Local 1942. Dr. Belk responded that this is not an easy question, but basically it is a trust issue. Mr. Tasse said the mindset of leadership is the problem because commanders will not meet. Dr. Belk admitted there is work to be done. Mr. Tasse said that Ms. Lee McGehee has been given the responsibility instead of the 1-star. Dr. Belk said we do need to work on getting the commanders more involved. Mr. Gill said we will continue to monitor this and will take an action to re-engage with Gen Harris.

9. Voluntary Protection Program Steering Committee Meeting – All Members

The next portion of the meeting was to attend the Voluntary Protection Program (VPP) Steering Committee meeting held in the Situation Room with commanders/directors from each HQ two-letter directorate in addition to local management and union representatives attending via VTC. Mr. Gill provided opening remarks and said the last meeting was held in June 2013. He thanked Mr. Tingey and Mr. Roy Colbrunn, Liaison Officer, International Association of Fire Fighters, for attending. He mentioned the VPP charter is still in coordination, but a new commitment agreement will be signed soon. He said there may not be as much funding as there used to, but AFMC is still committed to safety and wants to continue the VPP program. Mr. Tingey said even though there is turnover in leadership, safety is number one and we need to keep it strong to take care of the people. Mr. Chuck Pyron said revisions to AFI 91-202 should be published this spring. VPP enhances the Air Force Safety Management System and provides a good checklist for the Air Force program. Mr. Gill said he is a big supporter of VPP because it is a way to involve all levels. Mr. Marshall provided a presentation on the AFSC perspective. He said employee involvement is essential and people are the key ingredient for being successful. He provided a few success stories and said safety is a core value. AFSC is also committed to VPP and is working with the union to standardize practices across the Center. Mr. Tingey remarked you hear much about VPP costs, but the safety benefits are priceless. Lt Col Kevin Buddelmeyer, 88 ABW/SE, shared the success of WPAFB's VPP program. He said the AF Safety Management System allows unity of effort, but the VPP is the icing on the cake. OSHA partners are kept close and routinely invited to events. Training is done in-house due to limited TDY funds. Mr. Tasse asked if the union was allowed to attend OSHA training. Lt Col Buddelmeyer said training is open to all Special Government Employees (SGEs) and they must apply online. Mr. Pyron said to become an SGE you must be located at a Star site. Ms. McGinnis asked if any organizations were currently applying for Star status at WPAFB. Lt Col Buddelmeyer said AFRL is getting ready to apply. Mr. Lewis mentioned at Hill they have an icon on the computer for employees to submit reports directly to the Safety Chief. Mr. Gill said this is a good idea and should be instituted at other locations. Mr. Gill also said more details need to be provided to the field on the rule sets for applying as an SGE. Mr. Colbrunn said safety needs to be safe, efficient and effective. Some bases pulled out because the program was not effective. Tinker and Robins have placed their withdrawal letters on hold and are working to turn things around. The IAFF is deeply involved and firmly committed to the program. Mr. Ty Norton said at Tinker, we don't always agree, but we have earned the trust and we talk. To fix the problems at the other bases, they should open up and talk. Ms. McGinnis said there were issues at WPAFB. After an employee was disciplined for VPP activities she submitted a withdrawal letter. Mr. Gill said there are some things we need to work on. Mr. Lewis said union reps are given priority to attend training at Hill. Mr. Tasse said he could not embrace VPP at Eglin because management will not empower the union by allowing a reasonable investment of official time. Mr. Gill said we clearly need union

involvement and action needs taken to make sure this happens. We are not communicating enough and have work to do. Dr. Belk said he had concerns about the cost of VPP. The cost of not being safe is tremendous, but there are negative ramifications of saying we can do this if we do not have the resources. Mr. Gill said he appreciated the dialogue and creating a better understanding of the gaps. The new VPP charter will reaffirm our commitment. There are ways to succeed even with limited resources, we support VPP, and we are all in.

10. AFSC Safety & VPP Program – Mr. Ross Marshall, AFSC/CA

Back at the regular PC meeting, Mr. Marshall provided more information concerning the AFSC VPP charter. Mr. Lewis said Hill already has a charter, and we don't want the AFSC charter to trump ours. Mr. Marshall said Tinker's program is on hold until we finish designing the AFSC program. Mr. Tingey asked if the Complexes and Wings would have their own charters. Mr. Marshall said yes, they can have their own. Mr. Tingey said Mr. Ty Norton will have to sign off on any AFSC level VPP. Mr. Pyron said we currently have an AFMC CONOPS and need to make sure our policies don't contradict one another.

11. Safety Investigations vs. Legal Investigations – Mr. Chuck Pyron, HQ AFMC/SEG

Mr. Pyron gave the next presentation on safety investigations versus legal investigations. Legal investigations involve aircraft or aerospace mishaps and generate a publicly releasable report; however, Commander Directed Investigations (CDIs) are releasable at the commander's discretion. Mr. Pyron provided the definitions of Class A-E mishaps. He provided details on the Safety Investigations Boards (SIBs), Accident Investigation Boards (AIBs), and Ground Accident Investigation Boards (GAIBs). AIBs, GAIBs, and CDIs constitute legal investigations while the SIB is a safety investigation. If bargaining unit employees are interviewed during the investigation, the union may be invited to attend if the employee requests. Mr. Tingey asked if GS-9s could investigate a Class B-E. Mr. Pyron said yes, they could. Mr. Tasse quoted Section 25.15 of the MLA. Pointing to a January 2014 fatal mishap at Eglin, he said he was told he could not be involved in the investigation at all. Mr. Lewis said the union can supply inputs. Mr. Gill noted there is a difference between inputs and involvement.

12. Civilian Fitness Program – Mr. Ross Marshall, AFSC/CA, and Mr. Justin Bell, AFLCMC/WFNB

The next subject discussed was the civilian fitness program. Mr. Robinson said the briefing charts address the issues reviewed by the PDI team. The question being asked is how to respond to DMAG budget constraints on paid fitness hours? Mr. Marshall gave the background on how Fit 4 Life (F4L) was cut from the CSAG-MD budget. He said Gen Litchfield, AFSC/CC, expects 40 hours of work for 40 hours of pay. Services and benefits are being cut everywhere, with the MAJCOM headquarters taking a 20% reduction, 7% reduction in O&M, and 5% reduction in CSAG-MD. Hobby shops, libraries, and youth programs are also being cut, in addition to military pay and benefits. The purpose of the PDI team was to see if we could develop alternatives to eliminating the three hours of fitness time for civilians. The team came up with seven courses of action (COAs). Mr. Marshall said health and wellness is important, but we just can't afford paid fitness time anymore. He presented the first three management COAs. The first COA is a simple end or "clean kill" to the paid fitness hours, while keeping other support programs such as CHPS and EAP. This would not be just for Working Capital Funds employees. COA 2 is to replace on-going paid time with a 6-month formal fitness program structured after the Army model. This program would include intensive health screenings, training classes, and workout regimens. Mr. Tasse said lab work can be expensive. Mr. Marshall said current participants would be grandfathered until the end of FY14. New participants would need to apply after that. Mr. Tasse wanted to know the criteria for selection. Mr. Marshall said that needs to be determined. Mr. Tasse said this sounds like a military "fat-boy" program. Mr. Marshall presented COA3 which is to extend gym hours to 24/7 access, add mini gyms at worksites, offer discounts on community gym memberships. All three of the above COAs provide for elimination of continual paid fitness time. Mr. Justin Bell presented the COAs for the union. He started by handing Mr. Gill a 260-page package of written employee testimonials. He said that people remain passionate about the fitness program, and they want the union to fight to save it. COA4 is to adopt flexible suspension terms so the program can be stopped when needed to save money. This would preserve the program and be good for morale, but management may abuse the authority. COA5 is to disallow fitness hours when overtime is worked. This requires the employee to choose money over health. The problem with COA4 and COA5 is that they may not meet the savings target. COA6 is to reduce the number of hours by a certain formula in order to save just enough to cover the DMAG budget shortfall. Option A is to reduce for all of AFMC, Option B is to reduce for all of AFSC, and Option C is to reduce for the Depots only. Mr. Gill said he thinks we need to take an "all in" approach. Ms. Reeves agreed there are too many groups at each base to have different rules. Mr. Bell submitted COA7, which is to eliminate fitness hours for non-BUEs, but keep the program for everyone else. In summary, Mr. Bell said reductions can be met, but people like the program and believe in its benefits. Mr. Lewis said F4L is near and dear to his heart. More people are complaining about losing F4L than they did the

furlough. People feel refreshed after they exercise, and they look forward to coming to work. We don't even know how much sick leave it has saved, this should be tracked. It's important to stop taking away benefits because it looks like we don't care about employees. He encouraged management to take the time to read the hundreds of testimonials. People have stories of how they overcame obesity and diabetes. Mr. Gill said he does not disagree, but the dump truck keeps dumping on us and the taxpayers have little sympathy for government employees. Mr. Robinson said he does not hear of any criticism, but if there is, we should answer it. Mr. Marshall said you don't have to be on the clock to exercise. Mr. Tasse said we bargained an MOA. What if we eliminated EAP? Mr. Robinson said humans are like machines that need invested in to keep them healthy. Mr. Gill reminded everyone of the gift Gen Brown mentioned of the \$50M, but sequestration is still there. We should use the money to retain employees, not spend it. Mr. Tingey said we should take the \$20M DMAG cut from somewhere else. Mr. Lewis said, we told management we didn't think it was a good idea from the beginning. Mr. Tasse said he does not regret the MOA.

13. RIF and VERA/VSIP Update – Ms. Joan Davidson, HQ AFMC/A1KK

Mr. Shaw asked Ms. Joan Davidson, HQ AFMC/A1KK, to come in for a few minutes to answer any questions the group has about RIF and VERA/VSIP. Ms. Davidson said there have been only 13 takers across AFMC in the VERA/VSIP round that ends this month. There is currently no RIF scheduled and we have enough civ pay dollars, but RIF authority will be requested for force shaping purposes. She said a RIF is the last resort because a buy-out is cheaper than severance pay. We can carry folks in a surplus status until a vacancy opens up.

14. Equal Opportunity Intake Screening – Ms. Pamela McGinnis, President, Local 1138

The last issue on the table was Equal Opportunity practices the union believes are becoming a problem. Mr. Robinson said the EO Director at WPAFB is filtering informal complaints by telephone interviews, bypassing union reps to get settlements, and dismissing the formal complaints of unsatisfied employees to keep their complaints from getting in the door. The situation is growing hostile with employees and the union. Mr. Tasse said it takes two to three years to get an EEOC hearing. Ms. Reeves said the EO office has downsized and this could be driven by efficiencies. Ms. McGinnis said they have to follow the law. Mr. Lewis said the EO office tries to get complaints to go away and sends them to the union. Ms. McGinnis said the EO director has been overturned for refusing cases, and she is sitting on the remanded cases. She is being monitored for a year and needs to abide by the law. Mr. Tasse said, at Eglin, intake counselors reframe the issues so the EO director will reject them, and they tell employees not to seek union representation. Ms. McGinnis said EO meetings are formal discussions, and the union needs invited per existing MOAs. Mr. Gill said we need more details, but we will take this for action. We will gather more information and revisit. The object is to get resolutions, not more complaints.

Day Two - 21 Feb 14

Day two of the PC meeting kicked off with a discussion on the Joint National meeting scheduled for 3 Jun 14 in the Sarris Auditorium. The next PC meeting will follow the Joint National on 4 Jun. A designation certificate was presented to the newest member of the PC, Mr. Monty Lewis. Awards of service were presented to Mr. Marshall and Dr. Belk who will be retiring and this is their last meeting. Mr. Shaw mentioned that Dr. Fore, HQ AFMC/A1, will be filling in behind Mr. Steebock starting at our next meeting. Replacements for Dr. Belk and Mr. Marshall will also be made. The union has no rotations at this time.

15. Mandatory Overtime at OO-ALC – Mr. Monty Lewis, President, Local 1592

Mr. Lewis wanted to discuss mandatory overtime at Hill. He said the issue is getting out of hand. Overtime is supposed to be voluntary, but they have been on mandatory overtime for an extended period and employees are beating on the union. Fitness time has been canceled, work teams from Robins have been brought in, but this has not helped. There is obviously a scheduling problem and it is not being fixed. Robins and Tinker are not on mandatory OT. Management says they don't want to hire because then we will be over-manned and have to lay people off. Overtime should be occasional, not all the time. Mr. Marshall said he will take that for action and look into it. He said it could be a process or leadership issue. We are hesitant to hire if the A10 gets pulled.

16. Civilian Fitness Follow-Up – Mr. Gill, AFMC/CA and Mr. Tingey, President, C214

Mr. Tingey asked what should we tell people about fitness? Mr. Gill said the information from the PDI team will be presented to top leadership. Mr. Tingey said we will stand by. Mr. Robinson said please look closely at

COA6 as it can save \$20M. Management can reduce the hours to whatever is necessary to walk away with enough savings. Mr. Peters said there are cuts in AFRL also; the \$20M is in DMAG alone. Mr. Marshall said DMAG is the driver, but O&M must take cuts also. Mr. Robinson agreed it would be disingenuous to think it's just an AFSC issue. Mr. Marshall said initially Mr. Steenbock was going to champion the initiative for management, but when he left, I took it on. It's not only for AFSC, I worked this from a command-wide perspective.

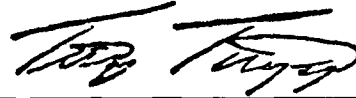
17. Tour of the 711th Human Performance Wing

The PC committee then left for a tour of the 711th Human Performance Wing in Area B. Mr. Tim Sakulich gave a detailed overview of the operation. The 711th HPW was created as a result of the 2005 BRAC. The mission combines science and technology with aerospace medicine. The three components of the mission are: research, education, and human effectiveness. All Air Force public health administrators are trained at this facility, with 5,000 students having graduated in Air Force medicine. The wing employs 75 different occupational series, half civilian and half military, from electrical engineer to medical psychologist. The workforce is highly degreed with two-thirds having either a master's or doctorate. Next, the group toured the High Bay area and received a demonstration of human technology being developed in the BATMAN program. Devices are becoming smaller and more light-weight to help soldiers perform more effectively. The group also observed flight nurse training in progress. Nurses and medical technicians complete a one-month training program on simulated C130 missions involving 40-50 patients. The tour also included a visit to see the altitude chambers where equipment is tested to determine how well it performs at various altitudes. The last stop was the new centrifuge being constructed that will accelerate to 20 Gs. The project remains a year from completion before AFRL can take it over from the contractors. Even though Brooks AFB is closed, an Air Force presence is still there operating its centrifuge. The tour ended and PC members returned to HQ AFMC where they collected belongings and the meeting was adjourned.

Minutes Approved By:



Michael A Gill
Executive Director



Troy Tingey
President, AFGE Council 214

Action Items from Wright-Patterson Meeting 28 Nov 12

12-11-04	Provide update on legal opinion from SAF/GC concerning correct formula for aged comp time calculations.	A1	Mr. Steenbock sent memo to AF/A1P & SAF/FMB on 11/1/12 for a legal opinion. Frequent checks on status, but no response to date. Continue with follow-up until answer is received.	OPEN
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Action Items from Wright-Patterson Meeting 20-21 Feb 14

14-02-01	Re-issue PDI guidance to the field with examples.	AFMC/CA & C214 Pres		OPEN
14-02-02	Suicide Metrics – Analysis of spiritual element, work relationships as contributing factor, and breakdown of risks by base.	HQ AFMC/SGOB		OPEN
14-02-03	Suicidal "at-risk" employee hand-off guidance for civilians.	HQ AFMC/SGOB & C214		OPEN
14-02-04	Suicide Training Video – recommendation to look into showing at open forums.	AFMC/CA & HQ AFMC/SGOB		OPEN
14-02-05	Train CSRs and timekeepers on inputting comp time with night differential when DoD policy determination on aged comp time is received.	HQ AFMC/FM		OPEN
14-02-06	Look into Eglin employees impacted by pay corrections due to furlough and determine how to resolve using the ombudsmen process established at HQ AFMC to elevate issues.	HQ AFMC/FM		OPEN
14-02-07	Re-engage with 96 TW/CC to encourage establishment of local Partnership Council.	AFMC/CA & AFTC/CA		OPEN
14-02-08	C214 determine specific EO abuses alleged by AFGE locals, submit list to A1KL. A1KQ research EO complaints submitted by C214, give management response.	C214 & HQ AFMC/A1KQ		OPEN
14-02-09	Research mandatory overtime usage at OO-ALC. Brief next PC on options to address.	AFSC/CA		OPEN
14-02-10	Mgt owes union way ahead on fitness time.	AFMC/CA & AFMC/A1KL		OPEN

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

**PARTNERSHIP COUNCIL MEETING
20-21 FEB 2014**

AGENDA

WEDNESDAY, 19 FEB

Arrival – Wright-Patterson AFB

THURSDAY, 20 FEB

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0730 – 0800	<i>Continental Breakfast – HQ AFMC, Bldg 262, Air Depot Room</i>
0800 – 0810	<i>Welcome/Opening – Administrative Remarks/Agenda Review</i>
0810 – 0830	<i>Mission Brief Col Cassie Barlow, 88 ABW/CC</i>
0830 – 0900	<i>Review Minutes/Action Items from Last PC Meeting Ms. Gina Martinelli, HQ AFMC/A1KL</i>
0900 – 0915	<i>Suicide Prevention Update Lt Col Eddie Hubbard, HQ AFMC/SGOB</i>
0915 – 0930	<i>Break</i>
0930 – 1000	<i>SAPR Stand Down Information Dr. Jeff Paddock, HQ AFMC/A1Z</i>
1000 – 1100	<i>5 Center Update Ms. Patsy Reeves, LCMC/CA, Dr. Davy Belk, AFTC/CA, & Mr. Ross Marshall, AFSC/CA</i>
1100 – 1130	<i>AFMC Financial Outlook BGen Mark Brown, HQ AFMC/FM</i>
1130 – 1245	<i>Box Lunch</i>
1245	<i>Photo</i>
1300 – 1430	<i>VPP Steering Committee Meeting Mr. Michael Gill, AFMC/CA & Mr. Troy Tingey, AFGE C214 President</i>
1430 – 1445	<i>Break</i>
1445 – 1515	<i>AFSC VPP CHARTER Mr. Ross Marshall, AFSC/CA</i>
1515 – 1530	<i>Safety Investigations Mr. Chuck Pyron, HQ AFMC/SE</i>
1530 – 1615	<i>Civilian Fitness Program Mr. Ross Marshall, AFSC/CA & Mr. Tom Robinson, AFGE C214 Executive Assistant</i>

1615 – 1630 *Wrap-Up
All Members*

1630 – 1730 *Personal time*

1730 *Surrey Pick-up @VOQ*

1740 *Surrey Pick-up @Hilton Garden Inn*

1740 - 1745 *Travel to Dinner*

1745 – 1915 *Dinner at Fox & Hound*

1915 *Surrey Pick-up at Fox & Hound*

1915 – 1930 *Travel to Hilton Garden Inn & VOQ*

FRIDAY, 21 FEB

0730 – 0800 *Continental Breakfast – HQ AFMC, Bldg 262, Gerrity Room*

0800 – 0830 *Wrap-Up - Review of Action Items/Planning for Next Meeting
All Members / Secretariat, Randy Shaw*

0830 *Surrey Pick-Up @ Bldg 262*

0830 – 0845 *Travel to 711th HPW*

0845 – 1045 *Tour of 711th HPW*

1045 *Surrey Pick-Up @711th HPW*

1045 - 1100 *Travel to Bldg 262*

1100 *Meeting Adjourned*

PARTNERSHIP COUNCIL MEMBERS (As of: Feb 14)

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 Local 1592 7190 11th St. Bldg. 555 Hill UT 84056-5401 Phone: DSN 777-3257 Email: troy.tingey@us.af.mil Start Date:</p>
<p>Dr. Fore, SES 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 Secretary: Frances Beavers Start Date:</p>	<p>Mr. Jimmie Norton (Ty) Secretary-Treasurer PO Box 1476 Choctaw, OK 73020 Union Phone: 405-733-3851 Cell: 405-206-4511 Email: nortonj@afge916.org Start Date: Nov 2012</p>
<p>Mr. Ross Marshall, SES AFSC/CA DUTY TITLE: Executive Director, AFSC 3001 Staff Drive, Bldg3001 Tinker AFB OK 73145 Phone: DSN 339-2202 - COMM 405-739-2202 Email: Ross.marshall@us.af.mil Secretary: Marilyn Pohl Start Date: June 2011</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, SES 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>Dr. Davy M. Belk AFTC/CA DUTY TITLE: Executive Director, AFTC 26 Electronic Parkway Edwards AFB, CA 93524 Phone: DSN 527- 4436 - COMM 661-277-4436 Email: Davy.Belk@us.af.mil Secretary: Jean Kelly Start Date: June 2012</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>

<p>Mr. Ricky L. Peters AFMC AFRL/CA DUTY TITLE: Executive Director Air Force Research Laboratory Bldg 15, Rm 225, 1864 Fourth St, WPAFB, OH 45433 Phone: DSN 674-9100 - COMM 937-904-9100 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 Start Date: Nov 2012</p>	