

AFMC/AFGE Council 214 Partnership Council Meeting Minutes

23 June 2010

Wright-Patterson AFB, OH

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 30th meeting on 23 June 2010. The meeting was hosted here at Wright-Patterson AFB OH. Copies of the agenda, list of attendees and actions items are attached.

1. Opening Remarks/Acknowledgements

Dr. Butler opened the meeting and provided opening remarks to include welcoming of the PC members, guests and special briefers. He commented on the previous day's training which followed the Joint National Labor-Management Meeting. The training was provided by Mr. Joe Swerdzewski, former General Counsel of the Federal Labor Relations Authority. The training covered the latest information on the new Executive Order on Labor Management Forums. Dr. Butler expressed his satisfaction with the training and said it was good training and he would be interested in doing it again. Mr. Shaw explained that Ms. Jamie Schoening was out on maternity leave and that Ms. Gina Williamson was filling in for her as the Alternate Secretariat. Mr. Shaw also expressed thanks to his staff for their assistance while he was out due to the unexpected passing of his father. Administrative remarks were provided by Ms. Williamson.

2. Wright-Patterson Mission Brief – Col Arthur Huber, ASC/CV

Col Arthur Huber provided the welcome to the PC members and briefed the Wright-Patterson AFB mission. As the largest employer in the state of Ohio with over 27,000 employees, Wright-Patt has dealings with three local unions: AFGE, IAFF, and IAM&AW. Being raised in a union family, Col Huber appreciates the value of working together as partners with the Union to resolve issues. He compared the commitment to partnership similar to that of marriage. Communication is extremely important to having a healthy relationship. Col Huber showed a video of the 60th Anniversary of the Air Force. Following the video, he explained how the people at Wright-Patt have had a hand in almost every system shown in the video. Col Huber then provided an overview of the various ASC organizations and their purpose.

3. Action Item Review and Next PC – Randy Shaw, HQ AFMC/A1KL

Mr. Shaw provided a review of PC action items. Action items 09-03-09, 10-01-01, 10-01-02, 10-01-05, 10-01-06, 10-01-07, 10-01-08, 10-01-10, 10-01-11, 10-01-12, and 10-01-13 were all closed prior to this PC meeting. The following items were closed during the meeting: 09-03-10, Discuss Union Email Issue (significant progress has been made); 09-03-12, AFGE C214 Involved in Pandemic COOP (this action is being worked by the base level at Wright-Patt); 10-01-03, Expiration of CAC Card Certificates (Dr. Butler confirmed when you get a new CAC card, the old certificates expire); 10-01-04, Develop Way Ahead on Telework (a SOCCER was entered to provide info to Gen Hoffman on telework to include potential cost/energy savings and to find good examples). Action items 09-03-11 (Provide Pandemic Update), 09-03-16 (Website Overload) and 10-01-09 (Solution on Gate Access) remain open. Finally, during discussions on 10-01-08 (Single Staffing Tool), Dr. Butler suggested that we determine if one of the ALCs would be a good pilot for the Single Staffing Tool because the Union did not agree with Wright-Patt being the pilot site. New action item is open (10-02-12).

Mr. Shaw also addressed the group concerning the date and location for the next PC meeting. The members tentatively agreed the next PC will be held at Edwards AFB, 28-29 September 2010, with 27 and 29 Sep as travel days (the 29th will be a half day meeting).

4. Explosive Smoking – Scott Blanch, AFGE Council 214 President

Mr. Blanch gave the background on the issue concerning implementation of AFMAN 91-201 and the continual non-compliance at Hill AFB with 15 smoking locations that need to be moved 50-feet away from munitions storage facilities. In Jun 2009, bargaining was initiated at Command level. Because Hill would not relocate the non-compliant smoking areas until bargaining on the AFMAN was completed at the Command, the Union decided to approve the AFMAN “as written” in Oct 2009. The Union was initially told the cost to relocate the smoking areas was estimated at \$1M and would be cost prohibitive. The Union did a walk-through and determined the projected costs were exaggerated. Hill Safety Office submitted waiver requests to HQ AFMC/SE on two occasions. Both were denied in order to drive the requirement for compliance as quickly as possible. After waiting several months to receive approval for the new smoking locations from the Facilities Review Board at Hill, the local Union was issued approval notice in Apr 2010. However, in Jun 2010, bargaining was placed on hold pending a corporate review at Air Staff concerning whether or not the 50-foot rule should be covered by the AFMAN as a Safety requirement, or covered under Fire Protection policies. Mr. Nate Herro, HQ AFMC/SEW, was present during Mr. Blanch’s briefing and provided some remarks. Mr. Herro said he participated in the recent compliance inspection at Hill. He explained the smoking distances may be more appropriately considered a fire protection issue, whereby the Fire Department would have the authority to adjust requirements. As a result, the issue was elevated to USAF for a decision. Meanwhile, relocation of the smoking areas has been placed on hold pending a decision which is anticipated in Aug 2010. Mr. Johnson was unhappy about not being informed of the situation earlier so it could be resolved at a local level. Dr. Butler remarked that this issue sounded like something that should be worked at the local level. Mr. Blanch said it’s a bigger issue because Command level agreements were not being enforced. PC members discussed the problems when issues such as these do not bubble up to the appropriate level, such as VPP. Dr. Butler asked Mr. Shaw to record a new action item concerning the explosive smoking issue and provide an update at the next PC. Action item is open (10-02-01).

5. VPP Update – Chuck Pyron, HQ AFMC/SEG

Mr. Pyron began his briefing with the overall status of the VPP program. The bottom line is there have been issues recently with the local Unions pulling out of VPP. VPP funds have been held back for Wright-Patt. In addition, the unspent funds from Robins AFB need to be held in abeyance to see if labor-management issues can be resolved. Dr. Butler stated he would like to see firmer commitments to the VPP program, making it more difficult to withdraw. Dr. Butler said, “due to the significant amount of time and resources invested, there should be a process the parties must go through before pulling out.” Mr. Schmidt indicated that most commitment agreements have a 30-day window before either party can withdraw. Mr. Blanch said it’s a “voluntary” protection program so you can’t make the agreements binding. Dr. Butler encouraged the parties to continue working together and to never give up. Dr. Butler stated, “if the stars are pulled, you can still continue to advance a safety culture, then fix the problems and the stars can come back.” Mr. Pyron said the final deadline for Wright-Patt to restore their commitment before OSHA pulls their stars is 29 Jun 10. Ms. McGinnis, AFGE Local 1138 President, indicated there were problems at Wright-Patt between the Union and Safety because Safety would not listen whenever the Union brought up an issue. Dr. Butler pointed out that the problems can be elevated to the Command for resolution. Mr. Pyron said anybody can elevate issues to the Command safety office and he will address the situation. Mr. Schmidt suggested an email be sent to all local Union Presidents letting them know if they have VPP issues that cannot be resolved locally, to contact Mr. Pyron. Dr. Butler agreed that when things cannot be resolved, they should be elevated to the Command VPP Council. An action item was taken to provide an email to the local presidents encouraging them to elevate problems to the Command VPP Council if they cannot resolve issues locally. Mr. Blanch indicated he still intends to coordinate issues with the locals and will not go above their heads. Ms. McGinnis said she was fine with the Command intervening. Mr. Tripis said he would be interested in Command’s support with the Robins situation as well. An action item was recorded to determine how much VPP money Robins has spent to date. Mr. Schmidt indicated he would also welcome the Command’s assistance with the local PC when issues cannot be resolved. Mr. Blanch said that most local PCs have dropped out at least one time in their history. Another action item was then recorded to inform the local Union Presidents that the HQ AFMC/AFGE Council 214 PC Co-Chairs stand ready to assist with getting local PCs back on board. Mr.

Pyron closed with an update on the status of the VPP coins that were purchased without legal review. SAF/FM has not provided a response to the waiver request to date. Action items open (10-02-02, 10-02-03, & 10-02-04).

6. AF Civilian Drug Demand Reduction Program – Steven Callon, HQ AFMC/SGPW

The previous day, Mr. Callon provided a briefing at the Joint National Labor-Management meeting on Drug Testing to PC members in attendance. Therefore, the members went straight into discussion on this subject. Mr. Shaw indicated that the Union has been provided official notification concerning the new policy. He asked if the Union was interested in working this issue through partnership or if they preferred traditional bargaining. Mr. Blanch said the Union has many issues with the new policy, not just the financial implications of increased testing. The Union does not see the compelling need for expanding the Testing Designated Positions (TDPs). Mr. Blanch indicated this is not something the Union is interested in partnering. Mr. Robinson asked what criteria were used to determine TDPs and felt this criteria needs to be expanded. Mr. Callon stated the Department of Health and Human Services released guidelines in 2008 which drove changes in the DoD directives. Mr. Shaw explained that Air Force is updating existing policy that is over 20 years old. Dr. Butler and Mr. Blanch both agreed this issue is appropriate for traditional bargaining and not a PC issue. This issue is closed.

7. Rotation of PC Members – Scott Blanch, AFGE Council 214 President

Mr. Blanch made an announcement before lunch that he was rotating three Union PC members. Mr. Francisco Smalls, AFGE Local 2263, will be replaced by Mr. Tom Clark, AFGE Local 2221. Mr. James Schmidt, AFGE Local 916, and Mr. George Amaya, AFGE Local 1406, will also be rotating out, but their replacements have not been named. Mr. Blanch and Dr. Butler presented farewell plaques to Mr. Smalls and Mr. Schmidt. Mr. Amaya was not in attendance so his plaque will be delivered by the Union at a later date. An action is open for the Union to name replacement PC members (10-02-13).

8. AFRL PC Membership – Action Item

Before breaking for lunch, Mr. Sciabica mentioned he has asked for an AFRL management representative to be included on local partnership councils at bases where AFRL is located. Dr. Butler said to make sure AFRL is invited to all PC and VPP meetings where AFRL is a tenant. This information will be included in the guidance on engaging HQs councils when forums are not functioning properly at the local level. Action item is open (10-02-05).

9. Telework – Karl Mathias, HQ AFMC/A6X

Dr. Mathias provided an update on the status of telework. He commented on Mr. Gage's remarks during the Joint National Meeting with regard to some of the benefits and challenges. Under current statute, it is not a right for employees to telework. Primary benefits to teleworking are recruitment and retention. There is actually little scientific data to back up productivity improvements. Telework arrangements due to medical accommodations are a common practice. Additional benefits include reduction of facility operating costs and pandemic situations. Current telework plans involve issuing government furnished equipment. The ideal situation would be to issue laptops which can be tech refreshed on a docking station versus desktop computers. Mr. Berard stated the real issue is the expense involved. Mr. Clark indicated the Defense Logistics Agency (DLA) down the road from AFMETCAL Det 1 has a robust telework program. Mr. Blanch said, "there would be an initial investment, but eventually it would save money." Dr. Mathias indicated it would be very difficult to balance the investment with any true cost savings and said soft savings such as the retention of workers is harder to prove than hard savings such as utilities. Other motivating factors include green issues, traffic reduction and morale. However, a recent study indicated the morale of workers left behind to work at the office actually drops. Mr. Robinson reminded the members there is an existing telework agreement already in place, and it applies to all workers not just those accommodated for disabilities. Mr. Steenbock pointed out that every organization is supposed to identify positions that are eligible to telework. Dr. Mathias introduced Mr. Richard Kutter, AFRL/Ryta, who provided confirmation on the success of the Lightweight Portable Security (LPS)

device. LPS allows the user to access the government network on a personal computer without risk to security and eliminates the cost of government equipment. Mr. Kutter provided samples of the LPS disk to both Mr. Blanch and Mr. Robinson. Mr. Steenbock suggested the biggest movement to implement telework was during the pandemic exercise and that there will not be much movement forward or back until organizations are required to telework or run a test to show it's successful. Unfortunately, it may be difficult to show any energy savings to Gen Hoffman. Mr. Johnson said he signs approximately three to four telework requests per week and there is currently a program at Hill AFB. Mr. Robinson and Mr. Clark recommended conducting a survey to find out which jobs are eligible for telework in accordance with current telework regulations. An action item was recorded to request the Personnel Directors to conduct a survey to determine number of eligible telework positions and current number of telework employees. This action item is open (10-02-06).

10. Energy Star Appliances – Lt Col Muzereus, HQ AFMC/A7OS

Lt Col Muzereus provided an update on the status of AFMC/CCs policy on Energy Star Appliances. Federal mandates require appliances purchased by the government to meet energy star efficiency standards. Dr. Simpson said that, "in side-by-side studies, energy star appliances are proven more efficient". Dr. Butler expressed concern over replacing small refrigerators with large energy star units and suggested that the AF would not save money because of the increase in size. Dr. Butler also said a "mini-fridge may be all that is needed, in remote locations where there may only be one person served".. Lt Col Muzereus agreed and said special- needs situations were incorporated into the draft policy and the Installation Commander would have the final authority. A permit process was also proposed to ensure approval of all workplace appliances. New guidance requires dorm-style fridges less than 16 cubic feet to be removed. Lt Col Muzereus explained the policy changed on 3 Jun 10 in accordance with Gen Hoffman's directive to replace all appliances with energy star in two-years with no plans for attrition. Mr. Schmidt indicated it would take a lifetime to see any return on the investment. Dr. Butler indicated Gen Hoffman was not properly staffed by A7 on the status of Union participation. Dr. Butler said he will work with A1 to draft a recommendation to AFMC/CC to continue working with the Union on an implementation plan and energy star appliance policy. This action item is open (10-02-07).

11. CAC/PKI Restricted Access Update – Karl Mathias, HQ AFMC/A6X

Dr. Mathias provided an update on the status of bargaining related to CAC/PKI restricted access. He reviewed the background of the proposals being considered. The Union is requesting CAC readers with drivers installed regardless of availability of funds, installation "wizard" disk, and union experts on official time to help CAC-enable home computers. Management's response is that the purchase of CAC readers is dependent on availability of funds, installation disk is resource prohibitive, official time for IT support is not included under MLA, and duty time is not feasible. The next step will be for A1KL to schedule another meeting with the Union and A6 to work on resolving the issues. Mr. Shaw indicated that if the parties cannot agree, we will be in the same situation as with Drug Testing. Mr. Blanch reminded the members of the previous 4-star and CA letters that said production employees are allowed to have access during duty time to computer kiosks. Dr. Butler suggested the answer is bigger than A6 because it involves resources. Mr. Shaw recommended running a test to provide CAC readers to employees on request and report any difficulties. Mr. Robinson said there needs to be middleware that works and the Union should be allowed to take over the job that no one else wants, to provide IT support to install CAC readers at home. Mr. Robinson also said that the Union has offered to help and believes that official time is compatible with the MLA. Dr. Butler said he was open to picking an organization as a test pilot. This subject is being worked through traditional bargaining; therefore, no PC action required. This item is closed.

12. Defense Biometric Identification System (DBIDS) – Mike Authenreith, HQ AFMC/A7SX

Mr. Authenreith provided the DBIDS briefing via telecom from an off-site location. Over 50 installations will receive DBIDS this year. Kirtland will be the first to implement in January 2011. Robins, Tinker and Wright-Patt will phase-in slowly. The registration process takes approximately six to nine months to get everyone registered. The ID card scanning process takes approximately three seconds. Mr. Steenbock

had a question concerning retirees and how their ID cards will convert to DBIDS. Mr. Authenreith indicated each Installation Commander determines the access for retirees, but retirees can either be issued a new DBIDS card or register their current retiree card in DBIDS. Dependent ID cards also can be scanned through DBIDS. The Union asked about procedures for employees of the Union without a CAC card. Mr. Authenreith indicated the procedures can be adapted and non-Air Force union employees can be issued a DBIDS card. Mr. Authenreith also indicated there is a video clip demonstrating the procedure and he will send a copy to the Union. Dr. Butler stated that a Command policy will be needed. An action item was recorded for HQ AFMC/A7SX to develop the policy. An action item to provide the Union with the video demonstration was also recorded. Action items are open (10-02-08 & 10-02-09).

13. AFMC In-sourcing – Lynn Eviston, HQ AFMC/A8/9

Ms. Eviston provided an informational briefing on the status of AFMC in-sourcing. This initiative was driven by the National Defense Authorization Act (NDAA) of 2006 and 2008. If the criteria establishes the work is inherently governmental, the function must be in-sourced immediately. If the work is not inherently governmental, but it would be cheaper to be performed by the government, the function may also be in-sourced. Additional special considerations may be reviewed. Mr. Johnson indicated in-sourcing can overlook problems like housing and support. Ms. Eviston agreed that when contractors are operating out of their own facility, the government needs to acquire space, furniture, utilities, etc. Dr. Butler questioned the assumption that organic employees cost 60% of what contractors do. Ms. Eviston indicated by some studies, 60% was low. The bottom line is that Air Force is moving forward to implement the law and will continue hiring in accordance with merit principles. There were no action items as a result of this briefing. This issue is closed.

14. Union Emails – Tom Robinson, AFGE Council 214

Mr. Robinson provided an update on the Union email issue (action item 10-02-10). The Union Emails pamphlet has been reviewed by CS and grammatical corrections have been made. A6 provided the Union with a disk containing the Global Address Listing (GAL) and a list of bargaining unit employees was provided by A1. Resources were not available for A6 to develop a script to merge the two directories together to create the distribution lists. The Union is working to merge the data and develop the directories; however, this is a significant task and will require ongoing maintenance. Once the pamphlet is approved, training on the provisions of the pamphlet and procedures for using Union email directories will be scheduled for the labor officers and union representatives. Employees who do not want to receive the emails may opt-out and the Union will remove their name from the directory. A1 and A6 will provide updated data on a quarterly basis. This activity is consistent with representational duties and appropriate official time may be used. Dr. Butler commented this is a trial effort and will need tailored to work out the kinks. Resources will come from the Union. Mr. Robinson said the next step is to see what the Union systems experts can do to develop a program to merge the data into user friendly directories. An action was recorded to provide an update at the next PC. This item remains open (10-02-10).

15. Closing Remarks

A discussion took place concerning the success and results of the Joint National Meeting. During Joint National, Mr. Gage, AFGE National President, provided his vision concerning increased establishment of bridge positions for upward mobility purposes and developing procedures for converting experience into college credit. Feedback concerning the Labor-Management Forum training identified several items that need accomplished to bring the AFMC PC into line with the new Executive Order including the establishment of metrics and updating charters. Suggestions for metrics included number of issues resolved and amount of time to resolve. This issue was recorded as an action item (10-02-11).

Dr. Butler and Mr. Blanch discussed their efforts earlier in the day to work with Ms. McGinnis on resolving Wright-Patt VPP program issues. An extension is being worked through OSHA to extend the get-well period for an additional 30 days. The problems with the VPP program at Robins are another story and could be more extensive to repair. Mr. Blanch indicated they need a cooling-off period before management tries to reengage.

Dr. Butler and Mr. Blanch thanked everyone for attending and recognized the individuals who coordinated and supported the meeting. Ms. Laura Stanley, Mr. Brian Friedrich, Ms. Sheila Perez, and Ms. Jennifer Darner from the Wright-Patt Civilian Personnel Flight assisted with securing the location, preparing the resource books, and working the transportation arrangements. Mr. Darren Reinicke, also from the Civilian Personnel Flight, provided on-site IT support during the meeting. Ms. Kelly Hyatt provided the Protocol support. The co-chairs thanked everyone again for coming and the meeting was adjourned.

Carry-Over Action Items from Eglin Meeting 27-28 October 09					
AI #	ACTION	OPR	POC/AO	STATUS	ACTION
09-03-11	Provide Pandemic update and look into next steps/best practices		SG/A1	Per Col Hyland, "COOP has been signed-off on by CS and is now ready for bargaining." Laura Stanley's team will start bargaining at the local level. Nothing new to report. Update at next PC.	OPEN
09-03-16	Web site overload – work top 10 list to be more user friendly		Mr. Robinson/A1KL	Team to follow-up with A6 on results of walk-thru interviews. Not much progress to report since Jamie has been out. Update at next PC.	OPEN

Carry-Over Action Items from Tinker Meeting 23-24 February 10					
10-01-09	Work on solution to gate access		A1/A6/7	A1 met with A7. A7's response was, "There is currently no available manpower and AFMC Security Forces currently has a net shortfall of 480 authorizations. It was my understanding that when they stood up the TAC 9000 project that the gate was not funded and would not be opened. The SF manpower (Gate Guards) disconnect is going forward to AF in FY12-17 POM. This same disconnect went forward in FY11 APOM as well. We do not have any capability/manpower at this current time to fund an add'l gate at Tinker." Need to address way ahead. Update at next PC.	OPEN

Action Items from Wright-Patterson Meeting 23 June 10					
10-02-01	Provide an update on the Hill AFB explosive smoking issue at the next PC.		AFGE C214/SE		OPEN
10-02-02	Provide an email to the local Union Presidents encouraging them to elevate problems to the HQ VPP Council if they		SE/A1		OPEN

	cannot resolve the issues locally.				
10-02-03	Determine how much VPP money Robins has spent to date.		SE		OPEN
10-02-04	Inform the local Union Presidents that the AFMC/AFGE PC Co-Chairs stand ready to assist with getting local PCs back on board.		A1		OPEN
10-02-05	Make sure AFRL is invited to all PC and VPP meetings where AFRL is a tenant. Include this information in the guidance on engaging HQs PC for assistance when forums are not functioning properly at the local level.		A1		OPEN
10-02-06	Request the Personnel Directors to conduct a survey to determine number of eligible telework positions and current number of telework employees.		A1		OPEN
10-02-07	Draft a recommendation to AFMC/CC to continue working with the Union on an energy star appliance implementation plan and policy.		A1/CA		OPEN
10-02-08	Develop policy on new DBIDS security procedures.		A7		OPEN
10-02-09	Provide the Union with the DBIDS demonstration video.		A7/A1		OPEN
10-02-10	Provide an update on the Union Email Pamphlet at the next PC.		AFGE C214		OPEN
10-02-11	Several items need to occur to bring the AFMC PC into line with the Executive Order on Labor-Management Forums. Metrics need to be established and charters need updated. Examples of metrics may include number of issues resolved and amount of time to resolve.		AFGE C214/A1		OPEN

10-02-12	Single Staffing Tool - since the Union did not agree with Wright-Patt being the pilot, determine if one of the ALCs would be a good pilot.		A1		OPEN
10-02-13	Union to name replacement PC members		Scott Blanch		OPEN
10-02-14	Thank you letters for helpers through their Commanders.		A1		OPEN