

**AFMC/AFGE COUNCIL 214 PARTNERSHIP COUNCIL MEETING MINUTES**  
**7-8 NOVEMBER 2007**  
**WRIGHT-PATTERSON AIR FORCE BASE**

The AFMC/AFGE Council 214 Partnership Council (PC) conducted its 24th meeting on 7-8 November 2007. The meeting was hosted by the Aeronautical Systems Center (ASC), Wright-Patterson Air Force Base, Ohio. The meeting was held at WPAFB instead of Edwards AFB because of accommodations issues. A copy of the agenda, along with a list of the attendees and action items is attached.

*1. Opening Remarks/Acknowledgements – Co-Chairs Westgate/Blanch*

Co-Chair Westgate opened the meeting by reminding the group that Air Force is at a high tempo and under a lot of pressure right now. We have a work force that's feeling the strain since 9/11 and we must work collectively for all of AFMC, not just our Bargaining Unit Employees – all. Member Blanch welcomed everyone and commented that he expects robust discussion with the serious issues we have on the agenda.

*2. Welcome – Col Darrell Holcomb, ASC/CV*

(No mission brief or tour was on the agenda for this meeting since the PC received both in July 2006.)

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

A status was provided on the AIs. Some AIs were agenda topics for the meeting. Decisions were made to close several AIs; others remained open. The attached composite list provides further clarification regarding the status of each AI. Below are some key highlights noted during the discussion:

a) AI 07-02-12 “Assist management and union in developing WASC survey questions.” The parties need to reassemble to find a way to rewrite the offending questions to make them palpable to the union. The parties understand that the data captured is used to identify financial and personal wellbeing and subsequently used for resourcing things like credit counseling, tobacco cessation, etc. SG, C214 and AI have been tasked to identify precisely what the issues of contention are on the survey and define the results expected from the survey and attempt to modify it to all parties' satisfaction.

b) AI 07-02-20/22 all dealt with the BRAC/DLA initiative. The Co-Chairs reiterated the importance of ensuring that all employees impacted by BRAC/DLA are treated well and receive the information they need to make informed decisions.

*4. Enterprise Staffing Solutions (ESS) – Ms. Tammy Lyons, HQ AFMC/AIZW*

Staffing policy changes were announced in Nov 2006. AFGE C214 was briefed on the proposed changes. An announcement on the contract selection is expected on 16 Nov 2007. The system will likely use resume based tools where the employee addresses competencies through a questionnaire. In March 08, pilot locations will be selected. Senior leadership needs to be kept apprised of changes at the AF level to keep on the leading edge.

*5. MEO/EEO Merger – Ms. Stacy Lewis and MSG Newton, HQ AFMC/AIZQ*

Ms. Lewis provided an overview of the proposed merger; national consultation still needs to be accomplished. AFMC will be the first to implement this merger, so the rest of AF will be watching. They still need to address many questions on the similarities and difference of the programs prior to the merger.

*6. Voluntary Protection Program (VPP) – Mr. Dave Brucker, HQ AFMC/SEG*

They have trained over 21K to date. They received \$200k from CHPS and divided it between the HQ and the bases. The FY 10 POM has allocated \$1 million, separate from CHPS. AFMC has decided to use percentage of completion as a metric instead of the stoplight charts because they are too subjective. Co-Chair Blanch advised that John Gage met with AF to discuss the AF VPP, but that they are not sure of the outcome of that meeting. Mr. Brucker took on several action items which are outlined in the new action items.

*7. Wellness Briefing – Mr. Don Cazel, OO-ALC*

The maintenance wing at Hill has over 8,500 workers and in the last 2 years, they've had six suicides, all from gunshot. They had another this week from the combat sustainment wing. It was noted that Utah may have the highest suicide rate in the country. Member Cazel advised that the local union president, Mr. Troy Tingey is totally involved in the wellness initiative and in fact worked with management to develop a 60-question survey for employees, the results of which are being used to identify areas needing improvement.

*8. CheckMate – Mr. Dave Taylor, HQ AFMC/AIX*

Gallup briefed A1 on 6 Nov 07 and the results were very revealing. The Q12 results at WRAFB weeks ago identified serious problems. The Gallup folks will be back at Robins in November to address challenges they are facing. The CheckMate survey is different from the Chief of Staff survey in that those results are broad in scope; CheckMate keys in on organizations and specific issues.

*9. AFI 21-101 Update – Mr. Tom Robinson, AFGE C214*

The "Maintenance Bible" took several AFI's and consolidated them into one large document. C214 and an A4 management team, all military, used interest based bargaining to negotiate the AFI and proposed AFMC Supplement. Ms. Ritze facilitated the negotiations and assisted the parties in coming to resolution.

*10. AF ADR Program – Mr. Marc Van Nuys, SAF/GCD*

Mr. Van Nuys has been the AF program coordinator since 2002. He explained the how's and why's of the data collection process. He advised that AFI 51-1201 is currently in coordination and now would be a good opportunity for us to provide input. He said that the definition for "workplace dispute" is very broad and we can provide input to help clarify the meaning. Also, we need to clearly define "early resolution" and include who should be invited to the meeting (i.e. employee, union, HR, EEO, etc.) ADR is a commander's program, but commanders are asked to include the union. The ADR Program Manager needs to treat the union as a partner; that philosophy will be carried into the AFI. Both management and union should be agreeable on who is appointed as the ADR Program Manager.

We need to put in place a method for counting disputes handled through the negotiated grievance procedure. We have enough new commanders now, so we should send out an overview of the ADR program, to include how the program manager should be selected. We need to stay vigilant with the program. We should coordinate a meeting with the union presidents and the ADR champions to discuss ADR program expectations.

*11. MLA Negotiations – Secretariat Shaw*

A1ZL will issue notice in the December timeframe to open the contract. We would like to use the interest based bargaining approach and perhaps use Mr. Dave Martinez again. Management intends to canvass the field to find out what issues they have.

*12. ARTs in Uniform – Mr. Tom Robinson, AFGE C214*

This is a big deal with the union and their members. It appears AFRC is going to push legislation, so the AFGE locals will fight the implementation. C214 has requested information to formulate proposals.

*13. AFMC ADR – Ms. Jan Krohn, HQ AMFC/A1ZL*

The AFMC attempt rate is still good. Our numbers compared to AF look lower only because other MAJCOMs increased their usage of ADR. There is an ADR conference next week with a MAJCOM break out session scheduled. Member Peterson will try to attend to address the AFMC ADR Champions. A new ADR letter reminding folks of selection procedures for ADR champions and the critical role ADR plays is warranted.

*14. Ancillary Training – Mr. Mitch Clark, HQ AFMC/A1D*

This covers training not associated with AF specialty or occupational series. The system is being used right now by a lot of people, which has caused some computer issues that should be resolved soon. The system can be accessed from home and has a better response time if used during non-peak hours. A1ZL is looking at existing MOAs to determine status upon implementation of CBT ancillary training.

*15. Tabletop Discussion*

*a. Flu Shots – Co-Chair Blanch*

Right now, there are not enough shots for civilians or even the military. Check with SG to determine status of shots for civilians.

*b. Smoking – Co-Chair Blanch*

The commander at Hill prohibited smoking at Centennial Park. The new AFI gives room to take smoking back indoors and we don't want to go back to that. We need to look at the smoking/tobacco MOAs and readdress the issue with A1ZL.

*c. Traffic Safety – Member Ayres*

At Edwards, the MSG Commander has magistrate authority and has revoked driving privileges, assessed points on licenses, and even invoked sizable fines, using a Table of Penalties in a local OI 31-28. Co-Chair Westgate advised that there have been speeding related fatalities at both Edwards and Eglin, so that may be the reason for the increased activity. A1ZL will look into

these changes to determine if the traffic AFI was negotiated and find out what other bases are doing.

*d. PC Way Ahead – Secretariat Shaw*

Discussed Mr. May's and Mr. Peterson's replacements and Mr. McFawn's departure.

*16. Review of AIs/Membership Rotation/Planning for Next Meeting – Alt Secretariat Ritze*

A status was given on the AIs. Nineteen AIs were closed. Five remained open and twenty-five new AIs were taken, for a total of thirty open AIs. Mr. Peterson will be retiring and will need to be replaced prior to the next meeting. The next PC meeting will be held in February at Edwards AFB. The meeting adjourned at 1045.

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BARBARA A. WESTGATE                      Date  
Executive Director  
HQ AFMC/CA

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SCOTT BLANCH                              Date  
President  
AFGE Council 214

Attachments:

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