

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

27–28 January 2016

Eglin Air Force Base, Florida

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 46th meeting on 27-28 January 2016, at Eglin Air Force Base (AFB), Florida. 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 included. All members were present with the exception of Mr. Doug Ebersole, AFRL/CA. Mr. Michael Gill and Ms. Patsy Reeves will both retire prior to the next PC meeting, therefore replacements for the PC will need to be named prior to the next meeting. Ms. Darcie Tavernier, Eglin AFB Labor Relations Officer; Mr. Rocky Tasse, President, Local 1942; and Mr. Thad Wallace, President, Local 1897 participated from Eglin as hosts and provided briefings pertaining to the local partnership council.

1. Opening Remarks: Ms. Darcie Tavernier from the 96 FSS/FSMC (Labor Relations Office (LRO)) opened the meeting with a few administrative remarks. She then introduced Ms. Lee McGehee from the 96 TW/CA office.
2. Mission Brief: Ms. McGehee provided a Mission Brief which gave some history of Eglin AFB, the diverse population of customers they support, and explained the scope of the work being accomplished at Eglin AFB. Mr. Gill asked about the housing privatization and how many of the newly constructed structures were currently being occupied. Ms. McGehee explained the new units were still in the construction mode and currently none are occupied.
3. Local Partnership Council Update – Ms. Darcie Tavernier, Mr. Thad Wallace – Local 1897, and Mr. Rocky Tasse – Local 1942

Ms. Tavernier explained the labor office works with two local unions at Eglin, AFGE Local 1942 and Local 1897. She started discussing the relationship with Local 1942. She expressed that while they have no formal Partnership Council at Eglin with Local 1942, they do work together on a daily basis to address some very complex issues in the Nursing Corp Laboratory with clinical practitioners. They also work together to address many supervisor and employee related issues. Ms. Tavernier provided some examples of the successes they have had working together.

One of the successes Mr. Gill asked about was the Global Positioning Satellite and Smoking Issue. Mr. Tasse from Local 1942 explained how the union wanted to know where all the smoking areas were on Eglin, to know if these designated smoking areas were in appropriate locations and properly marked, since he had seen several instances where they posed safety concerns for others. They worked with the LRO and were able to identify, mark, and reduce or relocate smoking areas that were inappropriately placed across the installation.

Mr. Gill also asked about the issue with the Voice Over Internet Protocol (VOIP) system. Ms. McGehee explained some of the challenges they have with this system particularly with the internet connectivity everyone is currently experiencing. Mr. Tasse reiterated how poor this system performs and creates many challenges for employees trying to use it to accomplish their work.

Ms. Tavernier then discussed the partnership with the Local 1897 union. She explained they have a Partnership Forum and includes a charter which is currently in coordination. Six management and six union representatives attend the Partnership Council. Mr. Tingey inquired into how many tenant units were supported with civilians and how many the union represented. Ms. Tavernier explained they didn't support Hurlburt Field and clarified if an organization is supported through the local Civilian Personnel Office and had civilian employees they are represented. Ms. Tavernier spoke of some of the achievements while working with Local 1897 to include training on Executive Order (EO) 13522, and that the Alternate Work Schedule (AWS) Memorandum of Agreement was opened up to allow for Maxi-flex.

Ms. Reeves asked if anyone from AFLCMC was involved in the discussions surrounding implementing Maxi-flex. Ms. McGehee explained that many units were already participating in AWS when AFMC reorganized into the 5-Center construct. Ms. Reeves explained that this is a contentious issue and that AFLCMC is trying to get their arms around the different AWSs to look for ways to incorporate standardization where appropriate. Mr. Gill indicated this has been a big problem trying to integrate processes or change Center-wide. Mr. Tom Robinson reminded everyone any AWS changes will be bargained at the local level, and any Center-wide proposal would need to be bargained through Council 214. Ms. Tavernier also mentioned "Conflict Resolution Training" as another success item with Local 1897.

Mr. Wallace briefed the Union version of the Local Partnership between Management and Local 1897. He highlighted the "positive" portions first which included the Co-chair participation with him and General Azzano and EO 13522 training. He then identified the following as negative occurrences between Labor and Management: Inability to gain a 4-day, 10-hour work week, which they thought Maxi-flex would provide. Employee moves have been a negative; the process doesn't work well because he feels many supervisors are unaware of the requirement to notify the union. The large number of moves doesn't allow union appropriate involvement, and management refuses to bargain blocks of official time to support the moves. The process to get time approved with the amount of moves is cumbersome. Mr. Wallace indicated that this issue is set for a Federal Labor Relations Authority hearing scheduled for 9 February. He also stated the Master Labor Agreement already gives Eglin, Edwards, and Kirtland the authority to bargain blocks of official time. Mr. Thad Wallace went on to state that many management officials at Eglin are unaware of bargaining unit employee rights. He feels that there are too many issues that require a formal resolution process and union involvement.

Mr. Wallace also stated "the current relationship with the local Labor Relations staff is fraught with unnecessary tension." The Union Executive Board is concerned with the value of Partnership.

Mr. Gill asked for clarification on the issue of bargaining blocks of official time. Mr. Tingey explained how language was inserted in the 2002 MLA to cover the needs of the small locals who were only granted one or two full-time stewards. Where a need was justified, additional full-time stewards could be appointed to serve locally-negotiated "blocks" of official time in lieu of filling out an AFMC Form 949 every time a union representative needs to be available for representation, etc.

Mr. Wallace went on to discuss the challenges associated with the Partnership which included transparency in communication, especially those areas that impact conditions of employment, and blocks of official time. He also expressed his concern over the "lack of action" by management when climate assessment surveys indicate discrimination or harassment. Both Mr. Robinson and Mr. Tingey agreed that nothing ever gets done with survey results.

Mr. Tasse then briefed the local Partnership between management and the Local 1942. He described the partnership as “non-existent.” He indicated that Gen Azzano doesn’t meet with him. Mr. Tasse did indicate that Ms. McGehee was always available to discuss issues with him. He said the bottom line is there in no negotiation taking place and that the Local Partnership Council had been defunct for 7 years. He said there are currently nine grievances with the 96th Medical Group.

Ms. Reeves asked Mr. Tasse if he thought the 5-Center reorganization had an impact on the partnership at Eglin. Mr. Tasse indicated he is not sure if that is the issue, but the bottom line is there is not currently a partnership and he just needs to work with someone who has the authority to act.

4. Suicide Prevention – Mr. Dave Taylor, HQ AFMC/A1R and Lt Col William Hubbard, HQ AFMC/SGOB

Mr. Dave Taylor provided an update on the AF Suicide Prevention Program and detailed what AFMC was doing relevant to this area. Mr. Taylor briefed that members of his staff and Lt Col Hubbard recently attended the AF Suicide Prevention Summit which included over 160 participants to include AF senior leaders (Unions, SECAF, CSAF, CMSAF, and the VCSAF). Participants were divided into ten working groups looking at this issue from five varying perspectives. The working groups’ recommendations were then divided into six lines of effort. HQ AFMC/A1 and HQ AFMC/SG are responsible for the line of effort “Enhance Civilian Support Services” and have formed a working group. Members of the working group from across AFMC (including Mr. Tasse) have since developed four objectives to focus this effort. AFMC has also been tasked to look at other lines of effort to determine if these are being considered from a civilian employee perspective.

Lt Col Hubbard indicated the working group will be surveying employees to look at current support services and if employees feel they are effective. He talked about the importance of getting feedback, both positive and negative, from both management and the union perspective.

Mr. Tasse stated the application of Employee Assistance Program is unique in AFMC, and it is not something being utilized across the AF. He noted that employees could use it for six counseling visits a year but emphasized what it doesn’t provide is a place to go in an immediate crisis, (e.g., employee tells local union representative he is going to do physical harm to his supervisor). There is not anyone today with the authority to intervene and diffuse an urgent conflict.

Mr. Gill wanted to know how people will be provided the opportunity to provide input across the Centers and installations. Mr. Taylor indicated they will survey by installation, by MAJCOM. Mr. Tingey questioned if the right people are being targeted when gathering input. Mr. Gill reiterated the importance of our union partnerships and to ensure the unions are included when we conduct these surveys to make sure they reach all the employees across AFMC. (AI 16-01-01) Mr. Gill, Dr. Fore, and Mr. Shaw all reiterated the importance of reaching the appropriate audience.

Technical difficulties during this briefing allowed an opportunity to introduce the new members to this Council which included the new union members, Mr. Ron Nihei, Mr. Kris Borders, and Mr. Robert Tidwell. Mr. Shaw also introduced Mr. Bob Good from the HQ AFMC Labor Relations office, replacing Ms. Gina Martinelli.

5. Profession of Arms Center of Excellence (PACE) – Mr. Mitch Clark, HQ AFMC/A1D

Mr. Mitch Clark provided an overview of AF Professionalism and how it will be institutionalized in AFMC. This program has been approved by the CSAF and has since stood up a Professionalism Development Working Group and tasked AETC to take the lead. During CORONA South (9 February 2015), the SECAF and CSAF approved PACE. PACE is tasked with looking for opportunities to improve professionalism within the AF. Mr. Clark explained that PACE targets all employees including the civilian workforce which is where AFMC will play a significant role. He explained that the word professionalism in this context is not meant to identify professions such as doctors, lawyers, etc. instead it is behaving in a professional manner. AFMC will play a major role in integrating “professionalism” into civilian development, and our Command is working with PACE to implement these initiatives.

Mr. Gill spoke of the lack of professionalism in many cases is the foundation that leads to some of our failures, and that with our diverse workforce where people come from all walks of life and are influenced by their background it is important to level the playing field and ensure everyone knows what behaviors are expected and considered professional. He went on to state that the AF is focused on making a cultural change where everyone behaves in a professional manner. Mr. Gill highlighted some of the significant changes that have been made to the PACE website since its inception and how responsive PACE has been to recommended improvement areas. Leadership identified a lack of information pertaining to the civilian workforce and since then PACE has been making vast improvements.

Ms. Reeves noted seeing professionalism addressed in military training, but where do civilians get on board. Dr. Fore said professionalism is included in New Employee Orientation (NEO) and the AF is looking at other avenues to reiterate professionalism. Mr. Allen expressed his concern with this being a “one and done” and referred to it being added to NEO, but it needs to be embedded much more than just in one place. Dr. Fore explained the goal is to figure out how we can back it into everything we do. Mr. Robinson asked who diagnosed the civilian workforce as needing to be looked at for professionalism and was concerned we may be “giving medicine to a patient that is not sick.” Mr. Tidwell indicated we really need input from the employees so everyone has a choice and a voice. The objective is to treat everyone with dignity and respect. Ms. Reeves said that the military often doesn’t understand the civilian workforce, and we need to look for opportunities to incorporate this element into military training.

6. DoD Performance Management Appraisal Program – Ms. Jan Krohn, HQ AFMC/AIKL

Ms. Jan Krohn briefed on the DoD Performance Management Appraisal Program and how EO 13522 had played a role with management and union working together utilizing Pre-decisional Involvement (PDI) to help make this program successful. She touted the DoD training provided 19-22 January at the Mark Center which included participants from various levels of management and the union. She discussed the DoD training plan and indicated the AF elected not to consider the training as Train the Trainer (T-3) training at this point, since implementation was more than a year out. She gave an overview of the program, provided an update on the implementation guidance which included an April 2017 implementation date for the AF, and included a comparison to the current performance management system(s). Ms. Krohn explained that continuous feedback was a major component of this new program, to include when and how awards are distributed along with the flexibility to award employees more timely versus waiting until the end of the performance cycle.

Mr. Gill inquired whether the tool will be ready when we are supposed to implement this program. Ms. Krohn explained that since other DoD components are implementing this year, the tool is

supposed to be operational by 27 March of this year. Mr. Robinson asked about the 20 points {years of service added to Service Computation Date (SCD)} for Reduction In Force (RIF) consideration. Ms. Krohn indicated that the overall performance ratings of record are assigned points/years of service and are a factor for RIF consideration. Mr. Robinson also wanted to verify that if any of the elements were rated as unacceptable, would that result in an overall unacceptable rating. Ms. Krohn responded with a "Yes, that is accurate." Mr. Robinson also wanted to know if there was a standard number of elements. Ms. Krohn explained "3-5 elements are recommended but not set in stone; it all depends on the position." Mr. Robinson also asked about a higher level of review for the ratings. Ms. Krohn stated that the DoD Instruction (DODI) is not requiring higher level of review on performance ratings, but the AF is leaning toward implementing a higher level of review.

7. Voluntary Protection Program – Mr. Chuck Pyron, HQ AFMC/SE

Mr. Pyron provided an update on the Voluntary Protection Program (VPP). He briefed that the AFMC VPP Roadmap and the Command Safe Site Challenge have been approved, then shared a matrix which included a current status of the VPP Applications. Mr. Pyron also indicated that 22 AFMC employees have attended the Special Government Employee (SGE) training course. He explained that SGE's complete a 3-year term of service and that OSD pays for the SGE when they are going out to support Department of Defense efforts. Mr. Ty Norton said OSHA sends notices to everyone who is an SGE when they need assistance, and the SGE have to go through their leadership to get approval to support. He reiterated that the only time OSD pays for participation is when it is to support a DoD Site, and if an SGE goes out to support OSHA at a non-DoD site, no funding is provided to support the SGE. Mr. Randy Shaw asked if there was a standard length of time that an SGE was needed to support. Mr. Norton said "no, but they typically spent 3 or 4 days when called upon." Mr. Allen explained "where people go and the time spent away as an SGE needs to be manageable; this should not be a full time job." Mr. Tingey said "we'll figure out how to implement a roster type system." Mr. Pyron reported on VPP metrics and recommended we count a measure as green as long as it's below the Bureau of Labor Statistics level. Mr. Allen concurred.

8. Unit Marshal Program – Mr. David Kelley, HQ AFMC/A4S

Mr. Kelly gave an overview of the Unit Marshal Program, and he talked about recent events which had brought attention back to this program and that the goal was to add an additional measure of protection for our employees. He explained that the Marshalling program allows Commanders to selectively arm active duty personnel (not security forces personnel) in the work place and that these personnel would have to participate in the mandated training that goes along with the program. He also stated the program is intended to be a deterrent, and if an event like active shooter occurred, the goal is to assist personnel in the escape, hide, or engage options. Mr. Tingey said he would be concerned with the armed person becoming a target in the event this type of situation occurred. Mr. Kelley then re-emphasized the importance of how much armed personnel deter these types of events from occurring in the first place, and he thought the statistics indicate having armed personnel reduce the likelihood of these events occurring by as much as 80%. Mr. Gill said that one of his concerns would be ensuring employees were notified in the event we chose to arm personnel in our workplace.

9. Recognition – Mr. Michael Gill, HQ AFMC/CA, and Mr. Troy Tingey, President, AFGE Council 214

Mr. Gill and Mr. Tingey recognized the three new AFGE Local Union representatives that were appointed during the last Partnership Council. These three new appointees include: Mr. Kris Borders –

AFGE Local 1406, Mr. Ron Nihei – AFGE Local 2221, and Mr. Robert Tidwell – AFGE Local 987. Three outgoing Partnership Council members were also recognized for the contributions: Mr. Rocky Tasse – AFGE Local 1942, Ms. Patsy Reeves – AFLCMC/CA, and Mr. Michael Gill – AFMC/CA.

10. Best Places to Work – Survey Results – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw gave an overview of the OPM survey which looks at the best places to work in the Federal Government. He reviewed the importance of “Workplace Engagement” and provided a comparison of the attributes associated with organizations experiencing low and high levels of engagement. He then discussed the areas where the AF had the most positive and negative response rates, the demographics of the respondents, how AFMC compared to other organizations with response rates, engagement levels, and satisfaction levels (both job satisfaction and work/life program participation and satisfaction). In most of the areas AFMC was very close to both DoD and AF in comparison, but participation rates for AFMC was at 22%. Discussion followed about the problem with surveys. Employees rarely see the results of the overall survey and even when they do, no noticeable changes result.

Ms. Reeves expressed that AFLCMC has been including employees when discussing the results of the Organizational Climate Survey. Mr. Tidwell said his concern is that even when survey results are discussed, the discussions don’t go down to a low enough level to where employees feel their concerns are being heard and that employees don’t ever hear about what is being done and if issues are being addressed. The solution is to get the results reported at shop level and address the problem shops. Mr. Gill said we need to figure out what survey items are important to us to address as a Command instead of trying to look at all these different surveys all together and ensure we are sharing that information. (AI 16-01-02) We need to pull the data from the OPM engagement survey and see if we can take it down to a level where it is more meaningful for the organizations and the employees.

11. OPM Data Breach – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw gave an overview of the OPM Data Breach by talking about the two separate incidents involving 4.2 and 21.5 million individuals respectively. He also talked about the letters that had gone out to the people which had their data stolen during the data breach and identified that separate companies were hired for each of the two data breaches. Mr. Shaw also identified the website that OPM set up for people to get additional information on measures to take to help prevent future exploitation, spotting the signs of identity theft, and what to do if you become the victim of identity theft. He also discussed the Verification Center that was established for people who believe they were impacted by the breach but have not received a notification letter. Mr. Robinson indicated concern with the low number of people utilizing/responding to the Credit Protection offer. He asked if anyone knew why such a small number of people had enrolled. Speculation was that the companies were asking for a lot of personal information to enroll and that could have been a deterrent.

12. Acquisition Demonstration (AcqDemo) Implementation – Dr. Todd Fore, HQ AFMC/A1

Dr. Todd Fore gave an update on the AcqDemo implementation which included the timeline from the time AFMC/CC signed the decision letter in October 2015 through the conversion in June 2016. He spoke about the signed agreement with AFGE Council 214 for bargaining unit employees at Arnold AFB to participate in the June conversion. He also indicated that management is interested in including Eglin professional bargaining unit employees from the Local 1942 in the June 2016 conversion. He said management will continue communication with the union on the AcqDemo

conversion progress and the plan for future implementation. He reiterated that June is considered the best window for conversion as that time of the year allows for GS performance award payout before conversion and allows 90 days on the AcqDemo contribution plan.

13. Multi-trades Demonstration Project – Dr. Todd Fore, HQ AFMC/A1

Dr. Fore also provided a briefing on the status of the Multi-trades demonstration project. Mr. Tingey said he had been in contact with Ms. Deb Warner at Air Staff requesting a POC at OPM to find out the status and professed his support of this important project. He indicated his dissatisfaction with the amount of time it has taken to get this project to implementation and said it is time to move out on this effort. Mr. Tingey has asked Ms. Warner for a POC outside of AF

14. Action Item Review – Mr. Randy Shaw, HQ AFMC/A1KL – See attachment for status

Mr. Jeffrey Allen gave an update on action item (15-09-05) and indicated there are a total of 14 Wingman Advocate Positions in the Sustainment Center which include 13 Working Capital Fund (WCF) positions at Hill AFB. Robins AFB leadership is interested in seeing if these positions can be incorporated at Robins AFB. Mr. Tingey said these Wingman Advocates are bargaining unit (BU) employees and should not be; he indicated these positions should be funded out of the Operations and Maintenance budget. Dr. Todd Fore said we are also adding Prevention Specialist Positions, and there will be 10 trained volunteers at each installation. He said the volunteers will receive “Green Dot” training, and he should have more information at the next PC on what all this entails. There was a lot of discussion on all the different prevention programs and how we really need to take a look at what is available. Mr. Tingey also reiterated Mr. Tasse’s concern of having a way to intervene in a hot situation and being able to separate combative employees. (AI 16-01-03) Develop a matrix on all the prevention programs and identify successes, costs, and effectiveness.

When Mr. Shaw discussed AI 15-09-06 concerning Child Development Centers (CDCs) and use of Physical Fitness Time, Mr. Tingey mentioned one of the problems that has been brought to his attention is CDC closures during AFMC Family Days. Mr. Tingey said due to the lack of people utilizing the CDCs on Family Days, some of the CDC’s employees are forced to take leave since the CDC doesn’t have enough customers to warrant staying open. (AI 16-01-04) Look at CDC closures on AFMC Family Days. Examine the impact of CDC employees being forced to take leave because the CDC is closed due to low numbers of people utilizing the service.

Mr. Shaw then discussed the feedback received concerning disciplinary action being taken for positive drug tests and the use of Last Chance Agreements (LCA). Typically removal is and has been the first course of action. The use of an LCA is installation specific, and most installations see them as a tool to use if the situation warrants. Consensus from the room was that cases need to be handled in a consistent manner. Mr. Tidwell said it was a concern at Robins, and he was looking into the instances that have occurred over the past couple of years. Mr. David Robertson provided an update on partnering issues they have had at Edwards AFB and said they had recently gone through some really good partnering training led by the Federal Mediation Conciliation Service (FMCS) which he thought would help them move forward in a positive manner. Mr. Kris Borders agreed with the quality of training through FMCS and said time would prove if the training was beneficial or not. Mr. Ty Norton recommended Eglin AFB work on getting FMCS training to help improve partnering between the union and management. Mr. Robertson agreed to revisit the status of their local partnership at the next meeting.

15. Local Partnership Council Update –Mr. Randy Shaw, HQ AFMC/A1KL and Mr. Tom Robinson, AFGE Council 214

Mr. Randy Shaw and Mr. Tom Robinson provided a joint briefing on the status of our Local Partnership Councils (PC). This briefing provided insight into the union/management relationship and focused on questions surrounding PCs having formalized agreements in place, how often they meet, participation, agenda preparation, completing of meeting minutes, and challenges, issues, and achievements. Mr. Tidwell stated the input from Robins was a joint response between him and the Robins AFB Labor Relations Office. One of the issues identified in AFMETCAL in Heath, Ohio, was the fact that both the LRO at Heath and Mr. Nihei were planning on retiring this year. Mr. Nihei said he wants to formalize the partnership at Heath to ensure it continues when both he and the LRO retires. Mr. Shaw said he will work to make the management transition as painless as possible. Mr. Nihei indicated he had a good feeling about who he believes will fill in behind him. Mr. Robinson lauded the partnership at Hill AFB. Mr. Kris Borders indicated that communication between labor and the union at Edwards AFB is a big concern. Mr. Robinson said the Partnership Council at WPAFB needs to be revitalized and felt there was a need for some Labor Relations training; he also said the union is concerned that the Equal Opportunity (EO) office is not allowing the Union to review remedies involving BU employees. Mr. Tingey said he doesn't believe that management does enough to push partnering with the local unions and would like to see management make that push. Mr. Gill said he agrees it needs to be pushed and said he will ensure it is emphasized at the upcoming Senior Leader Conference (SLC).

16. Hiring Considerations – Mr. Troy Tingey, AFGE Council 214

Mr. Troy Tingey said he had elevated his concern to HAF about the length of time it is taking to hire people and the answer is always the same that the problem can be fixed internally, that is was an AFMC issue. Mr. Allen talked about different hiring initiatives going on and specifically the “80 Day End to End Hiring Initiative” to make improvements, but also discussed many of the complexities due to unforeseen changes. He went on to say he had been appointed to fix hiring across the Sustainment Center and had been studying the issues from big to small but reemphasized some of the complexities and discussed how only portions of the process was owned within AFMC and AFPC still play a critical role. Mr. Allen also discussed having a pipeline of viable candidates is important, and they were trying to work with the vo-techs to make sure future employees get the right training. However, vo-techs also want some sort of guarantees on how many people the Center is willing to commit to hiring and that is an issue. He also said they were trying to get some direct hiring authorities which should help alleviate some of the hiring constraints. Mr. Tingey said his concern is that these sound like similar excuses he has heard for the past 30 years. Mr. Allen said he believes part of the problem is we don't have the “fat” in the workforce we used to have and therefore don't have people we can move around easily. Mr. Gill wants to know where we are with the “80 Day End to End Hiring Initiative” and said we need to provide an update at the next PC. Mr. Gill said AcqDemo is one of the tools coming out of hiring authority initiatives and said it should help with this problem. Mr. Tingey reiterated that he believes the Multi-trades project is an initiative that will help the wage grade and that we need to continue to push it.

17. Master Labor Agreement (MLA) Update – Mr. Randy Shaw, HQ AFMC/A1KL

At the union's request, Mr. Randy Shaw provided an update on the current status of MLA negotiations. He talked about the current contract being expired since March 2015 and that the parties continue to live under the terms and conditions of the contract. He said the sticking point is ground rules for the

negotiations. The union requested Federal Mediation assistance on 29 October. Management has not agreed that mediation is needed, since management proposals are in line with the ground rules the parties have used the last two times for negotiating the contract. Also, management currently has no big ticket contract issues and does not feel there is anything pressing that we needed to go back to the negotiating table for at this point.

Mr. Shaw went on to discuss the sticking points on the ground rules that are keeping the parties from moving forward. One of the biggest concerns management has is with the location the union wants to hold negotiations. The union wants Hill AFB, and management wants to go where the mediator is located in New Mexico. If the negotiations are held at the location of the mediator, there are no expenses for the mediator's time. Next, the number of union negotiators is an issue. The union has requested that management pay for an unlimited number of union negotiators, and management has offered to pay for six. Management's argument is the more people at the table, the more unruly the process becomes. In fact, Mr. Shaw pointed out that past experience between the parties with too many people has not been effective or efficient and resulted in a 6-year negotiation process to negotiate a previous contract. Management also wants up to three observers allowed during the negotiations, and the union does not want any. Lastly, the union wants management to fund a prep session prior to the negotiations for an unlimited number of union representatives.

When Mr. Shaw finished, Mr. Troy Tingey said he totally disagreed. He said the Union Constitution requires that all local union presidents have a seat at the negotiation table. He said they are not requesting an unlimited amount of negotiators, but they want all the local presidents to have a seat at the table. Mr. Tingey also stated that he is a new union (Council 214) president and doesn't care how this was negotiated in the past. He doesn't think they necessarily even need a mediator for the negotiations and that he believes the parties can move forward without a third party sitting at the table.

Mr. Shaw said management is not interested in going backwards and working from union ground rules which were similar to union proposals back in 1990's. He said management used ground rules from the last two successful contract negotiations as their baseline. Mr. Shaw noted that Mr. Tingey objects to David Martinez, federal mediator, because Mr. Martinez is versed in the MLA and knows the parties history and helped the parties negotiate the previous two MLAs. He pointed out the union had already agreed to use Mr. Martinez in their last proposal. Mr. Tingey replied that doesn't mean anything since the parties have not signed an agreement. Mr. Shaw asked Mr. Tingey if that wasn't considered bad faith bargaining. Mr. Tingey responded "no, the union could still pull back on that after including it in their proposal." Mr. Shaw replied "that's interesting and we'll have to remember that for future negotiations." Mr. Tingey said the ball is in the management's court. Mr. Gill said it was obvious that the parties were not going to resolve this issue today and that management would look at the situation.

18. New Action Item Review/Wrap Up – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw then provided an overview and gained concurrence from Mr. Gill and Mr. Tingey on the new action items (see attached).

Mr. Shaw then inquired into setting up future meetings since Mr. Gill is retiring. Mr. Gill said he thinks the PC is important and wants to keep the momentum going with the new AFMC/CA and thinks we need to hold our next PC meeting in May. He suggested that we should go ahead and get the next meeting on the new CA's calendar since it will fill up fast. The week of May 16th at Robins AFB was suggested as long as it doesn't interfere with MLRs or some other significant event. The Council also

determined that we should push the Joint National Partnership Meeting until later in the year. The parties agreed to look at a late September meeting date.

Mr. Gill thanked and coined four individuals for their contributions in making this Partnership Council meeting a success. Ms. Reeves talked about the importance of this meeting, how much she has enjoyed it, and in the big scheme of things both sides believe in taking care of the people. Mr. Gill then pointed out that he appreciates the relationships with partnering and cited the professionalism between Mr. Shaw and Mr. Tingey, even when discussing sensitive topics; Mr. Gill said "it is all about finding middle ground." Mr. Tingey said "it is all about the people" then thanked Mr. Gill and Ms. Reeves for their contributions to the Council.

Mr. Tingey and Mr. Gill thanked all of the members again for their time and commitment to the AFMC/AFGE Partnership Council. The members then departed for a tour of Eglin AFB.

Minutes Approved By:



MICHAEL A. GILL
Executive Director



TROY TINGEY
President, AFGE Council 214

"Old" Action Items from Wright-Patt Meeting 2 Sep 15			
AI#	Description	OPR	Status
15-09-01	Obtain new data from the Federal Employee Viewpoint Survey and determine if it can be used to establish goals to improve employee engagement. (Action item from Joint National Meeting.)	AFMC/A1	CLOSED
15-09-02	Research DFAS aged comp time payouts to verify that the system has been corrected and new payouts are being paid in accordance with the correct calculation.	AFMC/FM	CLOSED
15-09-03	Research guidance/verbiage being used by EMR Sections for referral of employees to EAP to determine if notifications state that the referral is voluntary and not mandatory. Correct any inconsistencies concerning the voluntary nature of the program and standardize language if necessary.	AFMC/A1	CLOSED
15-09-04	Schedule CHPS health screening for PC members at next PC meeting. (Carry over to the Joint Ntl Mtg)	AFMC/SG	OPEN
15-09-05	Review Wingman Advocate positions established at Hill and determine how the positions are funded. Determine feasibility of like positions at other complexes/bases.	AFSC/DP	CLOSED
15-09-06	Gather additional information on fitness suspension in the Child Development Centers.	AFMC/A1	CLOSED
15-09-07	Survey bases on disciplinary action penalty for positive drug test results and use of last chance agreements and rehabilitation opportunities prior to removal.	AFMC/A1	CLOSED
15-09-08	Reach out to Edwards leadership to offer assistance and look for ways to improve the labor-management relationship.	AFMC/A1 and AFTC/CA	CLOSED
15-09-09	Review time and attendance procedures for full time stewards.	AFGE C214	OPEN

"New" Action Items from Eglin AFB 27-28 Jan 2016			
AI#	Description	OPR	Status
16-01-01	Ensure the process for gathering Prevention Programs includes C-214 union involvement.	AFMC/A1R	OPEN
16-01-02	Review data from engagement surveys to make sure the results get shared at the lowest possible level.	AFMC/A1KL	OPEN
16-01-03	Develop a catalog of "Prevention Programs" to include program description, purpose, successes, and effectiveness.	AFMC/A1R	OPEN
16-01-04	Review APF employees' work scheduling option at CDCs, when they are closed for AFMC Family Days.	AFMC/A1KL	OPEN

**AIR FORCE MATERIEL COMMAND
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214
PARTNERSHIP COUNCIL MEETING
27-28 January 2016**

BUILDING 1, ROOM 204 - EGLIN AFB, FL

WEDNESDAY, 27 JAN 2016

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0715	<i>Surrey Pick-up at Lodging</i>
0720 - 0800	<i>Buffet Breakfast at Club</i>
0800 - 0810	<i>Welcome/Opening - Administrative Remarks/Agenda Review Mr. Gill and Mr. Tingey</i>
0810 - 0830	<i>Mission Brief (Ms. Lee McGehee)</i>
0830 - 0850	<i>Local Partnership Council Update (Mr. Thad Wallace, President, Local 1897, Mr. Rocky Tasse, President, Local 1942 & Mrs. Darcie Tavernier, 96 FSS/FSMC)</i>
0850 - 0905	<i>Action Item Review (Mr. Randy Shaw, HQ AFMC/A1KL)</i>
0905 - 0930	<i>Suicide Prevention Update (Mr. Dave Taylor, HQ AFMC/A1R)</i>
0930 - 0945	<i>Break</i>
0945 - 1005	<i>PACE Program (Mr. Mitch Clark, HQ AFMC/A1D)</i>
1005 - 1030	<i>Performance Management System (Ms. Jan Krohn, HQ AFMC/A1KL)</i>
1030 - 1100	<i>VPP Roadmap (Mr. Chuck Pyron, HQ AFMC/SE)</i>
1100 - 1130	<i>Unit Marshall Program (Mr. Dave Kelley, HQ AFMC/A4S)</i>
1130 - 1145	<i>Recognition of Partnership Council Members</i>
1145 - 1200	<i>Group Photo (Steps of Building 1)</i>
1200 - 1300	<i>Lunch (Ernie's Dockside)</i>
1300 - 1330	<i>Survey - Best Places to Work in the Federal Government (Mr. Randy Shaw, HQ AFMC/A1KL)</i>
1330 - 1400	<i>OPM Cybersecurity Data Breach (Mr. Randy Shaw, HQ AFMC/A1KL)</i>
1400 - 1420	<i>Multi-trades Demo Update (Dr. Todd Fore, HQ AFMC/A1)</i>
1420 - 1435	<i>Break</i>
1435 - 1515	<i>Local Partnership's Discussion (Mr. Randy Shaw, HQ AFMC/A1KL)</i>
1515 - 1545	<i>Hiring Considerations (Mr. Tingey & Randy Shaw)</i>
1545 - 1600	<i>Bargaining - Ground Rules Discussion</i>
1600 - 1615	<i>Travel Back to Lodging</i>

<i>1615 · 1730</i>	<i>Personal Time</i>
<i>1730 · 1800</i>	<i>Travel to Dinner (Old Bay Steamer)</i>
<i>1800 · 2000</i>	<i>Dinner</i>
<i>2000 · 2030</i>	<i>Return to Lodging</i>

THURSDAY, 28 JAN 2016

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
<i>0715</i>	<i>Surrey Pick-up at Lodging</i>
<i>0720 · 0800</i>	<i>Buffet Breakfast at Club</i>
<i>0800 · 0830</i>	<i>Action Item Review (Mr. Randy Shaw, HQ AFMC/AIKL)</i>
<i>0830 · 1030</i>	<i>Tour</i>
<i>1030 -- 1100</i>	<i>Return to Lodging</i>

PARTNERSHIP COUNCIL MEMBERS (As of: Jan 2016)

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 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>Dr. Todd Fore 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: todd.fore@us.af.mil Secretary: Cynthia Reynolds Start Date: Jun 2014</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: Dawn Stephens Start Date: Jun 2014</p>	<p>Mr. Robert Tidwell President, AFGE Local 987 P.O. Box 1079 Warner Robins, GA 31099-1079 Phone: DSN 468-0911 Email: robert.tidwell@us.af.mil Start Date: Jan 2016</p>
<p>Ms. Patsy Reeves 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. Ron Nihei President, AFGE Local 2221 P.O. Box 2292 Heath, OH 43056-0292 Phone: DSN 366-5171 Email: ronald.nihei@us.af.mil Start Date: Jan 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: Torri McBride 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: Secretary: Donna Gonzalez Start Date: Jan 2016</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.robinson.3@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>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>	