

# HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

17-18 May 2016

## Robins Air Force Base, Georgia

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 46th meeting on 17-18 May 2016, at Robins Air Force Base (AFB), Georgia. Ms. Patricia Young, AFMC/CA, and Mr. Troy Tingey, President, AFGE Council 214, co-chaired the meeting. A list of action items, the agenda, and membership roster are included. Mr. Jeffrey Allen, AFSC/CA participated via telephone for several topics. All members were present with the exception of Mr. Ty Norton, Secretary-Treasurer, AFGE Council 214. Ms. Ashley Hightower, Ms. Patty Newell, and Ms. Lisa Willock from the Robins AFB Labor Relations Office as well as Ms. Natalie Raines from the Robins AFB Protocol office participated as hosts.

1. Opening Remarks: Mr. Randy Shaw from HQ AFMC/A1KL Labor Relations Office introduced the three new management officials to the PC: Ms. Young, Ms. Kathy Watern, and Mr. Doug Ebersole. The remaining attendees introduced themselves to ensure everyone was familiar with all the participants.
2. Mission Brief: Col Jeffrey King, 78 ABW/CC, provided a Mission Brief that gave some history of Macon Georgia and Robins AFB. Col King discussed the alignment between the Air Force Sustainment Center and the 78 ABW. He highlighted the significance of the 38 mission partners they work with and the support they provide to approximately 22k personnel and 41k dependents. Col King also lauded the efforts of Mr. Robert Tidwell, President AFGE Local 987, and the work between the local union and the labor relations office.
3. Local Partnership Council Update – Ms. Ashley Hightower, Robins AFB Labor Relations Office and Mr. Robert Tidwell, AFGE Local 987.

Ms. Hightower described the partnership between management and labor at Robins AFB as a “collaborative effort with healthy tension.” She indicated management and labor partner at both the installation level and through sub-forums, with an installation-level charter signed between management and the union in 2014. She highlighted one of the biggest successes as joint training conducted by the Federal Labor Relations Authority on Partnering and Conflict Resolution with 400 management and union officials trained. Ms. Hightower went on to express the importance of Pre-Decisional Involvement (PDI) and incorporating it into everyday culture and emphasized that PDI is not necessarily invoked at inception but when there is value to be gained. Ms. Hightower also discussed the “Fostering Leadership” award that is presented in the workplace by Col King and Mr. Tidwell to recognize individuals for their labor relations and partnering efforts.

Mr. Tidwell also highlighted the significance of PDI in fostering a better relationship at Robins AFB. He spoke about Robins AFB as an installation once known for grievances, but thanks to PDI, employees now have a voice and can become involved before decisions are finalized. Mr. Tidwell said their efforts have also had an impact with reductions in workers compensation claims and increased production. Mr. Tidwell also indicated that labor and management completed a Local Supplement Agreement to the Master Labor Agreement which is the first time this has been accomplished in approximately 30 years. He said the whole focus has been to “repair the reputation of Robins Air Force Base” and the secret was to treat everybody with dignity and respect.

Mr. Kris Borders, President, AFGE Local 1406, asked about how long it has taken to repair the relationship at Robins AFB? Both Mr. Tidwell and Ms. Hightower indicated that the repair process is ongoing, but much of the repair started when they decided to bring in the Federal Mediation Conciliation Service (FMCS) for assistance and to air all their dirty laundry. Mr. Shaw asked about the impact the OSHA violations had on the relationship at Robins. Mr. Tidwell said once the OSHA Alliance was signed, which helped to identify safety concerns, more employees were involved in identifying potential safety violations. Dr. Todd Fore inquired about the impact of the Volunteer Protection Program (VPP). Mr. Tidwell said "absolutely even though they don't have full timers to work VPP, the relationship has improved significantly." Ms. Watern asked, "where are we compared to industry?" Mr. Tidwell said they have brought in a lot of new employees from local contractors which has helped significantly to gain ideas from industry. Mr. Allen stated that "industry is now coming to Robins AFB to learn how they are doing things so well." Mr. Tingey agreed partnership has done a great job revitalizing Robins AFB.

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

Mr. Shaw informed everyone Action Item (AI) 15-09-04 would be completed during the next PC at Wright-Patterson AFB since Civilian Health Promotion Services (CHPS) has a larger staff to conduct the health screening. Mr. Shaw recommended (AI) 15-09-09 be closed since AFGE C214 indicated time and attendance issues were no longer a concern. Mr. Tingey said this issue was really a local concern at Wright-Patterson AFB and at Edwards AFB, and the issues have been resolved. Mr. Shaw explained that (AI) 16-01-01 should be closed since there was a misunderstanding from when the information was briefed at the previous PC. The survey referenced in the AI was not targeting employees but was getting feedback on prevention programs from the providers. (AI) 16-01-02 was recommended for closure since the results from the Air Force Survey was provided at the lowest possible level to protect anonymity, and a push to share these results was given by leaders at the most recent Senior Leader Conference. Mr. Tom Robinson indicated he didn't necessarily understand why this AI was being closed since he didn't think many of these surveys were reaching the shop floor. Dr. Fore recommended we close this AI and open up a new one that does two things, first put a process in place to share results to the shop floor and second to ensure any actions taken to improve areas identified in the surveys are shared at a similar level. (AI) 16-01-03 was closed since a briefing was provided which included the catalogue of items requested in the AI; this catalogue will be accessible to all on a share-point site. Mr. Shaw also recommended (AI) 16-01-04 be closed. HQ AFMC/AIKL contacted all the AFMC Child Development Centers and found the work scheduling concern was only an issue at Hill AFB and was rectified by providing employees with appropriate work options when they are closed or at reduced manning during AFMC Family Days.

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

Mr. Dave Taylor briefed on the AF's Suicide Prevention Summit Line of Effort (LOE) #4, Enhancing Civilian Support Services. He began with an overview of what the Air Force is doing in the area of Suicide Prevention and highlighted AFMC's participation as the lead on LOE #4. Mr. Taylor stated that the working group took action by identifying services across the AF for civilians outside of AFI/policy guidance already in place. Mr. Taylor also shared gaps which were identified during the same process. Once a catalog of services/programs was created, they were then divided into two areas: 1) Recommendation for AF implementation and 2) Highlight as a best practices. Mr. Taylor shared the two AFMC programs being considered for expansion across the Air Force are the Employee

Assistance Program (EAP) and Civilian Health Promotion Services (CHPS). He also explained if these programs expand across the Air Force, funding will become an AF issue and AFMC will no longer have to fund. Mr. Tingey offered support of EAP and CHPS and the planned way ahead. He also expressed concern for the future and whether or not fiscal constraints might cause the AF to eliminate funding.

Mr. Taylor told the group that Lt Col Hubbard would be leaving soon for his next assignment and thanked him for his efforts. Lt Col Hubbard expressed his appreciation for AFMC Leadership's support and to Rocky Tasse for his work to support Bargaining Unit Employees (BUE) on many initiatives. Mr. Tingey agreed to pass on the thanks. He told Lt Col Hubbard "you have impacted many lives, we will miss you."

Mr. Shaw asked about how we are doing in regards to suicide prevention this year. Lt Col Hubbard said we "are at 3 for the year vs 8 suicides this time last year."

Mr. Tingey expressed his concern about EAP and CHPS programs going to AF, and the importance of AFMC having a backup plan in case AF decides to cut these programs.

#### 6. Acquisition Demonstration (AcqDemo) Update – Dr. Todd Fore, HQ AFMC/A1

Mr. Ted Singer provided an update on work accomplished by the AcqDemo implementation team. He talked about the importance of the partnership between the AFMC implementation team, SAF/AQH, AF/A1C and AFPC. The implementation team includes representatives from the Centers and HQ AFMC 2 letter functional offices. Mr. Singer indicated the criticality of functional involvement and leveraging Air Force Test Center's experience with AcqDemo. Mr. Singer talked about how HQ AFMC had initially considered a phased roll-in of this new performance management system but then decided to roll everyone in at one time, with an implementation date of 12 June 2016. This implementation includes approximately 13,000 employees in AFMC, to include Bargaining Unit Employees at Arnold AFB, Tennessee. Mr. Singer then gave an overview of the AcqDemo conversion and discussed the phased-in training schedule.

Mr. Robinson provided his perspective on the AcqDemo program from a union perspective. He indicated this is an interesting give and take since Arnold AFB does not have a local union but AFGE Council 214 still provides representation. Mr. Robinson said the positive piece of this program is that he believes retention and advancement could improve if executed properly. Mr. Robinson indicated he is still waiting on feedback from management on the AcqDemo MoA proposal submitted in early April.

Dr. Fore provided additional insight into the decision to implement AcqDemo all at once versus the phased-in implementation once being considered and the criticality of aligning the implementation date with the current appraisal cycle.

Ms. Watern asked, "How do you communicate AcqDemo to the workforce when many people are not in acquisition related jobs?" Dr. Fore reiterated while not everyone is in an acquisition related job, employees are contributing to the acquisition mission and this is why the Federal Register allows AFMC to go in as one organization. Mr. Robinson said he believes the challenge with AcqDemo will be tying employee contributions to the mission if you are not in an acquisition job.

#### 7. DoD Performance Management Appraisal Program – Ms. Jan Krohn, HQ AFMC/A1KL

Ms. Jan Krohn provided an update on the DoD Performance Management Appraisal Program (DPMAP). She notified the group that DoDI 1400.25 Volume 431, which governs DPMAP, was published on February 4 and that she had previously provided comments on the AF supplement. Ms. Krohn briefed that AF/A1 originally stated that all DPMAP training needs to be completed by the end of December. However, DoD appears to be backing off their requirement that as a condition of Air Force/DoD components certifying readiness, all of the DPMAP training needs to be completed prior to DPMAP implementation. AF/A1 now believes that when certifying implementation readiness, they/AFMC will need to show that there is a plan to ensure training completion. Ms. Young wanted to know if DoD still plans to update the website for the training in August. Ms. Krohn confirmed the August website update and indicated DoD does not anticipate any substantive changes. Mr. Allen said most of the people not going into AcqDemo will be covered by DPMAP, and he hopes since so many of Air Force Sustainment Center's employees are converting to this system next year they will be involved as part of the solution. Ms. Krohn highlighted the fact that her office has already been meeting with HQ AFMC/A4 to address training across the Depot Maintenance community.

Mr. Robinson talked about the training union leaders including himself received in Memphis, Tennessee pertaining to DPMAP. Mr. Robinson said, "I like the system. The training we received was excellent. The next step is to begin negotiating." He said the biggest change is around the three rating levels. He went on to say the union likes the critical element tied to supervision and believes it is important for supervisors to "supervise well." Ms. Krohn said every indication is "Air Force guidance should be published in June or July of this year and then management and the union will need to bargain the guidance."

#### 8. Robins AFB Ministerial Alliance – Chaplain Theodore Wilson, HQ AFMC/HC, and Chaplain Johnathan Wade, 78 ABW/HC

Chaplain Theodore Wilson explained that the Robins Ministerial Alliance tied into the spiritual pillar of wellness and was in line with the work others were doing to Enhance Civilian Support. Chaplain Wilson highlighted the importance of providing emergency support to employees regardless what uniform they wear and, in the case of civilian employees, being able to hand them off to the appropriate agency in the community.

Chaplain Wilson also talked about the concept of creating Civilian Readiness Centers or increasing the capacity of Airman and Family Readiness Centers to include more civilian employee assistance. He indicated that in some locations, such as the larger complexes, it might make sense to create a satellite office to provide information on available services. Chaplain Wilson said the Command Chaplains office will be providing some different Courses of Action (COA) and will present them to leadership for a way ahead in the near future. He also said they were working to create a program similar to the Robins Ministerial Alliance at Wright-Patterson Air Force Base.

Chaplain Johnathan Wade indicated the Robins Ministerial Alliance initiated when the Air Logistics Complex reached out to the Chaplains office in 2014 and 2015 due to the high number of suicides at Robins Air Force Base. Chaplain Wade said their office realized the spiritual piece of the pillars of resilience was missing, and therefore they brought faith-based partners together in a summit to consider various methods of providing resources. The mission of the Robins Ministerial Alliance was formed to supply spiritual support to employees in need. Chaplain Wade gave kudos to Mr. Tidwell for helping them get support for having clergy support available around the clock and working with union personnel to carry phones and make referrals as needed. Mr. Tidwell said it also helps since

they have a union hall available off base, and it gives employees another place to go for assistance versus coming to the base.

Chaplain Wade said 60 people attended the first Chaplain Summit at Wright-Patterson AFB. He also pointed out the biggest challenge is clergy volunteer their time to provide their services, and it will take a very dynamic person to keep the momentum moving forward.

Mr. Shaw inquired into the usage of the Robins Ministerial Alliance services at Robins AFB. Chaplain Wade said they received more than 1,000 internet hits the first year, and they handed out more than 700 cards to employees requesting information. Mr. Tidwell said the union stewards received training on how to access the information and the proper way to refer individuals seeking assistance. Mr. Tingey said he hoped we do not get into release issues for someone needing assistance during a crisis if they have exhausted the time they are authorized under the fitness/wellness program. Chaplain Wade said their approach was to worry about saving a life first and worrying about the administrative piece later.

#### 9. Equal Opportunity – Mr. Keith Tickle, HQ AFMC/A1KQ

Mr. Keith Tickle gave an overview of the Equal Opportunity (EO) Program and talked about Mission Directive 110 being the overarching guidance. Mr. Tickle described the Equal Opportunity office as a “colander which screens complaints” to determine if they are legitimate and need to continue through the process. He also explained that Equal Opportunity counselor’s make an impartial record when they receive a complaint, and highlighted the burden of proof is initially the responsibility of the complainant, then the burden of proof shifts to management. Mr. Tickle also stated that reviewers look at the legal defensibility of a case before taking action. He spoke about how the EO community is using pilot projects to consider alternative ways to deal with complaints. Mr. Shaw wanted to know if the EO office tracks pilot projects. Mr. Tickle said his office does a call annually to see which offices are conducting pilot programs, and all of these programs go through a pre-approval process prior to implementation.

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

Mr. Tingey recognized Ms. Young as the newest co-chair of the PC. Mr. Tingey and Ms. Young recognized the newest members appointed since the last Partnership Council. These new appointees included Ms. Watern – AFLCMC/CA, and Mr. Ebersole – AFRL/CA.

#### 11. Green Dot Initiative – Dr. Todd Fore, HQ AFMC/A1

Dr. Fore gave an overview of the Green Dot Initiative. He explained this program was an Air Staff initiative and was Air Force’s answer to the DoD Sexual Assault Program. Ms. Watern said she had the opportunity to attend the Green Dot training previously, and indicated this initiative incorporates a third party into the program and expressed “the Air Force is heading in the right direction.” Dr. Fore explained in the past the focus has been more on response versus prevention and now the AF wanted another way to look at this issue. He said universities have been looking at this issue as well and have used a focus on influencers and found that using people who are influential in an organization is having an impact. Influencers model positive behavior in an organization, which strengthens prevention. Mr. Ebersole reiterated the “Green Dot” training focused on the importance of third party intervention. He also said during the most recent Senior Leader Conference, “there was a lot of

discussion about how well this initiative has been working.” Dr. Fore stated “statistics already indicate how well this type of intervention works and having peers provide the training, instead of the message coming from leadership helps reduce inappropriate behavior.” Mr. Borders asked if peer trainers provided training to the employees in the field and if there was any course of action if an area cannot get volunteers. Dr. Fore explained all trainers are volunteers, and the AF is looking at ratios to determine how many trainers are needed, based on the number of employees in an organization, and they are considering how to best cover an area lacking volunteer trainers.

#### 12. Eighty Day End-to-End Hiring Initiative – Dr. Todd Fore, HQ AFMC/A1

Dr. Fore provided an overview of this initiative and explained it transpired from a Rapid Improvement Event (RIE) that took place several years ago. This initiative was one of ten RIEs, which included 14 hiring gates and 138 action items. The goal of this initiative is to create a timely and flexible process to enable organizations to hire the right people in jobs. Dr. Fore indicated the Air Force Personnel Center is implementing some enhancements in June of this year and are training Human Resource personnel on the changed processes. He reiterated with 138 action items worked there are a lot of moving parts and as action items are worked, improvements are being made even though they may not be obvious to everyone. Dr. Fore highlighted the “80 days” starts when a position is vacant and ends when someone is physically in the position. Mr. Tingey said Council 214 had been on Capitol Hill talking about this initiative and discussing hiring issues. He gave the example of the F35 and getting potential hires through the security clearance process in a timely manner. Dr. Fore said some improvements have been made to the Defense Civilian Personnel Data System (DCPDS) which will help with this process, and each of the 14 gates are being looked at to address delays.

#### 13. Local Partnering Updates – Mr. Dave Robertson, AFTC/CA

Mr. Dave Robertson indicated Eglin management is not interested in going back to training provided by the Federal Labor Relations Authority (FLRA) or the FMCS since they received partnering training in 2012. He indicated Mr. Tasse is not interested in signing any agreement related to Partnering. Mr. Robinson said both the FLRA and FMCS offer a variety of training and workshops to help build local partnerships. He proposed presenting some of these to the PC. Mr. Borders said collaborating is not taking place at Edwards AFB. He said lots of people talk about collaborating when in a group setting, but in reality, people at Edwards are not working together at all.

#### 14. Long Term Disability Update – Mr. Chris Hester, AFPC/DP2SSC, and Mr. Mike Arellano, AFPC/DP2SSC

Mr. Chris Hester provided an update on the Air Force Workers’ Compensation program and highlighted some of the long-term disability issues. He briefed on the Federal Employee’s Compensation Act (FECA), FECA Reform Act of 2015 and highlighted some proposed amendments. He indicated in 2012 many base level injury compensation offices closed and workload was transferred to the Air Force Personnel Center (AFPC). Mr. Tingey observed that an employee who is injured and no longer able to perform in the prior line of work but is offered another job, cannot turn down a position on the base. He inquired as to if an employee in a similar situation has the ability to decline a job offer in the private sector. Mr. Hester said recipients could not turn down the job without losing benefits. Mr. Tingey asked, “What gives AFPC the authority to reduce the injury compensation rate when someone turns down a private sector job?” Mr. Hester said he would provide an answer back to the PC, which led to Action Item 16-05-03 referenced in attachment below.

Mr. Mike Arellano discussed the DoD Pipeline Program as it relates to workers compensation. He indicated through this program, the AF is able to hire an injured worker and not be responsible for the first year of wages and benefits expenditures, thus saving the organization money through cost avoidance. Mr. Arellano also provided a review of workers compensation costs across various AFMC locations. Mr. Robinson inquired into what happens after the first year the person is on the job. Mr. Arellano explained the organization then must use one of their Full Time Equivalent (FTE) positions and the person becomes a priority placement. Mr. Tidwell indicated one of the problems is with non-occupational injuries and trying to figure out how to move them out of the pool of candidates since Occupational Workers Compensation Program (OWCP) employees do take priority over those employees not injured on the job. Mr. Arellano gave an overview of the Pharmacy Benefits Management Program aimed at reducing the costs of prescription drugs. The company awarded the contract has guaranteed to reduce the cost of each prescription, and the AF estimates saving 8.8 million dollars per year. The briefing was followed by discussion of on-the-job injuries and the success AFMC is having with the Voluntary Protection Program.

#### 15. PC Forum Calendar Review – Mr. Randy Shaw, HQ AFMC/AIKL

Mr. Shaw provided an update on Labor/Management Forums at each AFMC location with AFGE local unions. He briefed forums exist with the exception of Eglin AFB and AFGE Local 1942 and at Kirtland AFB. Mr. Shaw pointed out per previous discussions earlier in the day, a labor management forum is non-existent with Eglin's AFGE Local 1942. Mr. Shaw also noted that Kirtland AFB is organizationally aligned under Global Strike Command (GSC), and the FLRA needs to determine future bargaining unit status. Mr. Shaw briefed that while AFGE Local 2221 does not have a formal labor management forum, they do have a strong relationship and communicate on issues often. Mr. Ron Nihei, President, AFGE Local 2221, said Heath OH developed a MoA to formally establish a labor management forum. Mr. Shaw indicated both Mr. Ron Nihei, President, AFGE Local 2221, and the labor relations officer at Heath will be retiring this year. Having the MoA in place beforehand will sustain their local partnership.

Mr. Nihei discussed the difficulty involved with Pre-decisional Involvement (PDI) under the Five-Center Construct existing within AFMC. He stated that while his organization aligned under the Air Force Life Cycle Management Center (AFLCMC), they also work for Agile Combat Support (ACS). He is concerned that when ACS publishes a policy, but a local Wright-Patterson Air Force Base supplement is in conflict, how will they work these issues from a Center perspective? He asked, "How does PDI occur at Center level?" We opened AI 16-05-04 referenced below to address this issue.

#### 16. AFGE Council 214 Progress in Washington – Mr. Troy Tingey, AFGE Council 214

Mr. Tingey provided an update on AFGE actions on Capitol Hill. The AFGE national office keeps a close eye on legislation that affects federal employees. It works with lawmakers and their staffs to shape legislative proposals, then mobilizes AFGE members to get positive results. Action alerts and town halls keep members aware when important bills hit committee or go to vote. Each year AFGE hosts a "Legislative Conference" where union representatives converge on Washington for face-to-face meetings with lawmakers. The meetings provide both an employee perspective and an "insider view" of agency operations. This year AFGE gave emphasis to DoD. Top-level meetings were arranged with appropriations committee members and staff, plus senior executives of DoD. Discussion revolved around many issues important to AFMC, such as direct hiring authority for industrial employees, protection of core depot workload, and halting the non-competitive outsourcing of workload overseas. Mr. Tingey said the talks were productive. He reported the April 27 House

passage of the National Defense Authorization Act (NDAA), which includes many provisions AFGE supports. It preserves the 50/50 workload rule, protects Depot core capability requirements, repeals the unpopular “flat rate per diem” rule, and provides fast track hiring flexibilities important to AFMC. Mr. Tingey gave the bill a positive review, but wished it had increased emphasis on the multi-trade demo. Dr. Fore agreed—the current law says DoD “may” run the demo, not “will.” Mr. Tingey said he would do what he could to recharge commitment at AF level. As for actions on Capitol Hill, he said “AFGE is on your side.”

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

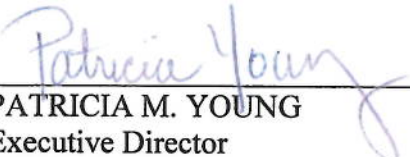
Mr. Shaw identified the afternoon of 27 September as the tentative date for the Joint National meeting. The following day, 28 September would be the PC meeting. The group discussed backing the meeting until later in the year, but Ms. Young preferred to keep it in September if possible. Mr. Tingey said he would check with AFGE National Union President, Mr. J. David Cox to verify his availability.

Mr. Borders reiterated the relationship between labor and management at Edwards needs improvement and any push would be beneficial. Mr. Robertson said it is Gen Carl Schaefer’s intention to make it happen.

Ms. Young thanked and coined four individuals for their contributions in making this Partnership Council meeting a success. Ms. Watern stated she enjoyed her first meeting, learned a great deal and feels like it presented her with a fresh perspective on many issues. Mr. Ebersole said while sitting in the room is complicated, he realized AFRL probably does not talk about union and management issues often enough and indicated he is committed to improving leadership and union discussions. Dr. Fore emphasized the importance of workers on the shop floor and completing the mission, which is what the union represents. He went on to thank the people at Robins AFB for all their hard work.

Mr. Tingey and Ms. Young both thanked all of the members again for their time and commitment to the AFMC/AFGE Partnership Council.

Minutes Approved By:

  
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PATRICIA M. YOUNG  
Executive Director

  
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TROY TINGEY  
President, AFGE Council 214



<b>"Old" Action Items from Wright-Patt Meeting 2 Sep 15</b>			
AI#	Description	OPR	Status
15-09-04	Schedule CHPS health screening for PC members at next PC meeting. (Carry over to the Joint Ntl Mtg)	AFMC/SG	OPEN
15-09-09	Review time and attendance procedures for full time stewards.	AFGE C214	CLOSED

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

<b>"New" Action Items from Robins AFB 17-18 May 2016</b>			
AI#	Description	OPR	Status
16-05-01	Determine if results from the DEOCS or Climate Assessments reach the lowest possible level in the organization.	AFMC/A1KL	OPEN
16-05-02	Determine if actions implemented due to the results of DEOCS or Climate Assessment Surveys, are shared at the lowest possible level.	AFMC/A1KL	OPEN
16-05-03	Share what authority allows AFPC to pursue a reduction in injury compensation when an employee declines a private sector job offer.	AFMC/A1KL	OPEN
16-05-04	Review the PDI process/difficulties under the five Center construct as there are many layers that may create confusion and has the potential for conflicting direction.	AFMC/A1KL	OPEN

**AIR FORCE MATERIEL COMMAND  
AND  
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214  
PARTNERSHIP COUNCIL MEETING  
17-18 May 2016**

**BUILDING 906, COMMAND POST CR - ROBINS AFB, GA**

**TUESDAY, 17 MAY 2016**

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0700	<i>Surrey Pick-up at Lodging</i>
0705 -- 0755	<i>Breakfast @ Base Restaurant</i>
0755-- 0800	<i>Surrey to Meeting Location</i>
0800 -- 0810	<i>Welcome/Opening -- Administrative Remarks/Agenda Review (Mr. Randy Shaw, AFMC/A1KL -Ms. Patricia Young, AFMC/CA - Mr. Troy Tingey, President AFGE C-214)</i>
0810 -- 0830	<i>Mission Brief (Col Jeffrey King, 78 ABW/CC)</i>
0830 -- 0850	<i>Local Partnership Council Update (Mr. Robert Tidwell, President, Local 987, &amp; Ms. Ashley Hightower, 78 FSS/FSM)</i>
0850-- 0905	<i>Action Item Review (Mr. Randy Shaw, HQ AFMC/A1KL)</i>
0905-- 0930	<i>Prevention Program Update (Mr. Dave Taylor, HQ AFMC/AIR and Col William Hubbard HQ AFMC/SGOB)</i>
0930 -- 0945	<i>Break</i>
0945-- 1005	<i>AcqDemo Update (Mr. Ted Singer, HQ AFMC/A1KA)</i>
1005-- 1030	<i>Performance Management System (Ms. Jan Krohn, HQ AFMC/A1KL)</i>
1030 -- 1100	<i>Robins Ministerial Alliance (Chaplain Theodore Wilson, HQ AFMC/HC &amp; Chaplain Johnathan Wade 78 ABW/HC)</i>
1100-- 1130	<i>Equal Opportunity Update (Mr. Keith Tickle, HQ AFMC/A1KA)</i>
1130-- 1145	<i>Recognition of Partnership Council Members</i>
1145-- 1200	<i>Travel / Group Photo (Golf Course)</i>
1200 -- 1300	<i>Lunch (Robins AFB Golf Course)</i>
1300 - 1330	<i>Green Dot Initiative (Dr. Todd Fore, HQ AFMC/A1)</i>
1330-- 1345	<i>Eighty Day End-to-End Hiring Initiative (Dr. Todd Fore, HQ AFMC/A1)</i>
1345 -- 1415	<i>Long Term Disability Update (Ms. Martha Watson, AFPC/DP2SSC)</i>
1415 -- 1430	<i>Local Partnering Updates (Mr. David Robertson, AFTC/CA)</i>
1430 -- 1445	<i>Break</i>
1445 -- 1515	<i>PC Forum Calendar Review (Mr. Randy Shaw, HQ AFMC/A1KL)</i>

1515 – 1545	<i>AFGE Council 214 Progress in Washington (Mr. Troy Tingey, President AFGE C-214)</i>
1545 – 1600	<i>Open Discussion (All PC Members)</i>
1600 – 1615	<i>Travel Back to Lodging</i>
1615 – 1730	<i>Personal Time</i>
1730 – 1800	<i>Travel to Dinner</i>
1800 – 2000	<i>Dinner (Swanson House)</i>
2000 – 2030	<i>Return to Lodging</i>

**WEDNESDAY, 18 May 2016**

<b><u>TIME</u></b>	<b><u>TOPIC/PRESENTER(S)</u></b>
0715	<i>Surrey Pick-up at Lodging</i>
0720 – 0800	<i>Breakfast Buffet – Golf Course</i>
0800 – 0830	<i>Wrap Up/Action Item Review (Mr. Randy Shaw, HQ AFMC/A1KL)</i>
0830 – 1030	<i>Tour</i>
1030 – 1100	<i>Return to Lodging</i>

**PARTNERSHIP COUNCIL MEMBERS (As of: May 2016)**

<b>Management Members</b>	<b>Union Members</b>
<p>Ms. Patricia M. Young  <b>AFMC/CA</b>                      DUTY TITLE: Executive Director, AFMC                      4375 Chidlaw Rd.                      Wright-Patterson AFB OH 45433-5001                      Phone: DSN 787-6035 COMM 937-257-6035                      Email: <a href="mailto:Patricia.Young@us.af.mil">Patricia.Young@us.af.mil</a>                      Secretary: Cynthia Reynolds                      Start Date: May 2016</p>	<p>Mr. Troy Tingey                      President, AFGE Council 214                      7190 11<sup>th</sup> St. Bldg. 555                      Hill UT 84056-5401                      Phone: DSN 777-3257                      Email: <a href="mailto:troy.tingey@us.af.mil">troy.tingey@us.af.mil</a>                        Start Date: Jun 2012</p>
<p>Dr. Todd Fore  <b>AFMC/A1</b>                      DUTY TITLE: Director, Manpower, Personnel &amp; Services                      4375 Chidlaw Rd.                      Wright-Patterson AFB OH 45433-5006                      Phone: DSN 787-2400 COMM 937-257-2400                      Email: <a href="mailto:todd.fore@us.af.mil">todd.fore@us.af.mil</a>                      Secretary: Karen Rost                      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: <a href="mailto:nortonj@afge916.org">nortonj@afge916.org</a>                        Start Date: Aug 2013</p>
<p>Mr. Jeffrey Allen  <b>AFSC/CA</b>                      DUTY TITLE: Executive Director, AFSC                      3001 Staff Drive, Bldg3001                      Tinker AFB OK 73145                      Phone: DSN 339-2202 - COMM 405-739-2202                      Email: <a href="mailto:jeffrey.allen.1@us.af.mil">jeffrey.allen.1@us.af.mil</a>                      Secretary: Audrey Tilley                      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: <a href="mailto:robert.tidwell@us.af.mil">robert.tidwell@us.af.mil</a>                        Start Date: Jan 2016</p>
<p>Ms. Kathy Watern  <b>AFLCMC/CA</b>                      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: <a href="mailto:kathy.watern@us.af.mil">kathy.watern@us.af.mil</a>                      Secretary: Maria Radesky                      Start Date: May 2016</p>	<p>Mr. Ron Nihei                      President, AFGE Local 2221                      P.O. Box 2292                      Heath, OH 43056-0292                      Phone: DSN 366-5171                      Email: <a href="mailto:ronald.nihe1@us.af.mil">ronald.nihe1@us.af.mil</a>                        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: <a href="mailto:david.robertson@us.af.mil">david.robertson@us.af.mil</a>  Secretary: Lori Hosey  Start Date: Jun 2014</p>	<p>Mr. Kris Borders  President, AFGE Local 1406  P.O. Box 87  Edwards AFB, CA 93523-0087  Phone: (661)860-0971  Email: <a href="mailto:bordersafge@gmail.com">bordersafge@gmail.com</a>   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: <a href="mailto:charles.ebersole@us.af.mil">charles.ebersole@us.af.mil</a>  Secretary: Karen Zawada  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: <a href="mailto:Thomas.robinson.3@us.af.mil">Thomas.robinson.3@us.af.mil</a></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: <a href="mailto:Randy.Shaw@us.af.mil">Randy.Shaw@us.af.mil</a></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: <a href="mailto:robert.good.8@us.af.mil">robert.good.8@us.af.mil</a></p>	