

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

19 February 2020

Wright-Patterson AFB, Ohio

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 55th meeting on 19 February 2020, at Wright-Patterson AFB, OH. 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. Dr. Eileen Bjorkman, AFTC/CA, was unable to attend due to travel. All other members were present. Ms. Doris Roberts from the WPAFB Labor Relations office and Mr. Bryan Jackson from Tinker AFB Labor Relations office participated as guests. Ms. Leanne Delange, HQ AFMC/CAE, and Mr. Carl Dahms, Vice President AFGE C214, also participated as guests.

1. Opening Remarks: Mr. Bob Good, HQ AFMC/A1KL, provided introductory remarks regarding facility and safety information as well as introduced his HQ AFMC labor staff helping to facilitate the event. Ms. Young welcomed everyone to Wright-Patterson AFB and stated she looked forward to today's discussion. Mr. Tingey stated this may or may not be last PC and he appreciated everyone taking the time to attend.

2. Local Partnership – Ms. Doris Roberts, 88 FSS/FSMC & Ms. Pam McGinnis, AFGE L1138.

Ms. Roberts began by explaining a few of the initiatives items that they have worked on at Wright-Patterson in the past year. The labor office coordinated with AFGE Local 1138 on getting two AFGE reps to the Mid-America Safety expo held in Downtown Dayton. She also added that they were able to sign a memorandum of agreement (MOA) in regards to the Quality Assurance Manual for the Air Force Petroleum Office and were working on an MOA for the 100% ID checks at the Fitness Centers. Ms. Roberts advised that somehow people are getting their union dues cancelled and they have been working on correcting that. She also added that they are working closely regarding gate delays to ensure there are no repercussions for delayed reporting. She also talked about keeping the union apprised of the updates regarding the renovations taking place in the Headquarters building. Ms. Young then inquired if management has reached out to the union about the Headquarters renovation yet. Ms. McGinnis mentioned management had just recently reached out regarding a briefing. Ms. Young advised she will reach out to Colonel Drew to get that scheduled. Discussions ensued about the process for dues cancellations. Mr. Bill Snodgrass, HQ AFMC/A1, spoke on the gate traffic issue and advised they are augmenting the gate personnel through the EAGL program to try to help with delays. The group discussed gate delays across other installations and potential solutions, but recognized over thirty thousand employees come through the gates at Wright-Patterson and other installations experience similar backlogs.

AI 20-02-01: HQ AFMC/DS provide update to AFGE L1138 on Building 262 renovations.

3. Depot Workload Transitions – Mr. Kevin Stamey, AFSC/CA.

Mr. Stamey began his discussion advising there were a lot of moving parts regarding workload moves to Robins which were mostly driven by capacity issues. He discussed the Joint Stars work and the pause on the decision regarding the C-130 work at Robins. He continued with discussing the growth at Hill AFB pertaining to the F-35 and C-130 workload. He advised once Air Force releases guidance and they know more about the impact to C-130s they will move forward. He added that there is a formal process through AFMC that will need to be followed before any formal workload decisions occur and that this is really about the sustainment center meeting all the demands of the AF while being partners with Navy. Mr. Tingey asked about the F-16 program. Mr. Stamey provided an update on the modification effort and discussion going on in Congress. Ms. Young inquired into the training efforts concerning all the new hires. Mr. Stamey discussed some of the challenges with training. Mr. Tingey addressed his concerns with workmanship and lack of training and the importance of making sure employees were adequately trained before holding them accountable. Mr. Marion Williams, AFGE L987 President, also expressed concerns with training and not enough work for employees to receive hands-on training. The group discussed concerns and potential solutions and agreed to look deeper into this issue.

AI 20-02-02: AFSC/CA ensure awareness within Robins ALC and AFMC/A4, Maintenance Training Community that there is not enough workload to support training and concern with training record documentation.

4. FY21 Manpower Actions – Ms. Luci Slygh, HQ AFMC/A1M.

Ms. Slygh began her briefing by describing how there have been some battles in the last few years from a manpower perspective, FY21 looks to be pretty successful for AFMC. She stated for FY21 the additions lie primarily with the Acquisitions workforce which is tentatively locked as they have not yet received official allocation from the Air Force. Ms. Slygh then mentioned the transfer of 79 positions to the Space Force. Ms. Young advised that they are working on the Space Force issue at the moment as those positions will be coming from the Air Force. Ms. Slygh stated that they are working aggressively to fill military housing positions. Discussion continued regarding what was being done to hold contractors accountable as well as other benefits of the new positions for those living in privatized housing. Ms. Slygh touched on the military floor/ceiling which means any military positions AFMC would want to add would need to come from somewhere else. There was discussion regarding military/civilian conversions and how that may affect civilian growth flexibility. Ms. Slygh moved on to the “disconnect” summary quadrant. Mr. Snodgrass advised on what disconnect means and that it can be difficult to address. There was discussion about how the POM works and when they foresee the FY21 POM to be fully approved. Mr. Williams inquired about reference to manpower and does this refer to service contracts to labor as well. Ms. Slygh and Mr. Snodgrass responded that this is organic only. Ms. Young clarified contract support is a different line item where we need certain funding and Ms. Slygh is only talking about government spaces. Mr. Williams advised of an issue with service contracts being repeated. There was discussion regarding the issues Mr. Williams had noticed and the group agreed to look into the issues further.

AI 20-02-03: AFGE L987 to provide specific contract concern to address workload being completed by contract vs. government to HQ AFMC/PK.

5. DoD Security Clearances – Ms. Joyce Pappas, HQ AFMC/IP.

Ms. Pappas began the briefing noting the process for security clearances for Bargaining Unit and Non-Bargaining Unit employees is the same. Ms. Pappas then discussed the backlog with security clearances, and reviewed some statistics with regard to the reduction initiatives. Mr. Stamey stated that the “hubbing” initiative was very helpful at Hill AFB to reduce the time employees are unable to perform their work. Mr. Tingey voiced his concern regarding employees relegated to staying in breakrooms pending security adjudications. There was further discussion on the issue and the length of time that this was occurring. AFGE confirmed they would provide specifics on the situations mentioned so management may review.

AI 20-02-04: AFGE to provide specifics on individual’s duty time being relegated to staying in breakrooms while pending security adjudications.

Mr. Williams then inquired about the adjudication process. Mr. Snodgrass asked for Ms. Pappas to clarify the adjudication process. Ms. Pappas advised it can be minimal or extensive depending on the situation. She discussed more about the process and advised the length of time and risk management determination can vary. She added that a lot of the process is handled through the Department of Defense and is outside of Air Force’s control. Mr. Thad Wallace, AFGE L1897 President, mentioned some issues at Eglin AFB regarding debt-income ratio changes in regards to purchasing a home impacting clearances. Mr. Williams stated they see it at Robins AFB too and mentioned a specific situation where an employee got terminated for not getting security clearance timely.

AI 20-02-05: AFGE L987 to provide specifics on employee being removed pending security clearance adjudication even though employee clearance reinstated.

There was further discussion on specific examples of how security clearances may be effected and handled. Ms. Pappas then reviewed the F-22/F-35 update advising of some of the good news regarding clearances with those programs. She then moved to speak on reduction initiatives. Mr. Stamey asked if there was a battle rhythm for how they approach their decisions regarding when hubbing is used. Mr. David Day, HQ AFMC/IP, added that hubbing was a stop gap measure that was put together before DoD, AF and other components had other steady state improvements and there are no plans to use hubbing again because the time backlog is now trending downwards. Mr. Day advised the overall trend is decreasing, but if AFMC seems to think that it may be beneficial he could suggest it. Mr. Stamey answered that if there is a concentrated hiring surge in a certain time frame, it would be nice to work in connection with the hub. Ms. Young stated working with AFSC and AFLCMC they could identify when there are hiring surges that are projected and try to work with SAF/AAZ to do a hub event. Mr. Day advised he could check into it as it would be DCSA and OSDI’s decision ultimately but believes they would be open to discussion.

AI 20-02-06: HQ AFMC/IP to look at hubbing possibilities if AFSC provides workload surge timeframes to prevent backlog of security clearances.

Discussion throughout the group continued in regards to the tracking system and examples of things that were flagged. Ms. Pappas stated they are tracking investigation rejection rates which has lowered. Mr. Day added AFMC is the lowest in the AF. Mr. Snodgrass wanted to add in about fingerprinting delays. He advised AFMC has partnered with a company in 185 cities where there are off-site options to get fingerprinting done. He stated it is really speeding things up, the program began at Edwards AFB and expanded through AFMC. He stated this is an easier and quicker route for employees and management. Mr. Kris Borders, AFGE C214 Treasurer, inquired if they are using it at Edwards AFB. Mr. Snodgrass confirmed they are and that Dr. Bjorkman has shared this as an option and it is being used. Mr. Snodgrass advised eventually would like to expand this concept to drug testing.

Discussion ensued on various instances and situations for validating security clearances. Ms. Pappas moved on to the way ahead to managing the security clearances. Mr. Williams asked if there is guidance to read about clearances. Mr. Day confirmed he could share some documents.

AI 20-02-07: HQ AFMC/IP to provide electronic version of security clearance adjudication guidelines to PC members.

6. DPMAP – SMART Standards – Mr. Bryan Jackson, 72 FSS/FSCAL.

Mr. Jackson began the briefing explaining the background of this initiative and what steps were taken by the group to address the problem. Mr. Snodgrass added that this is a result of discussions last year and is a great example of sharing information and working together to resolve an issue. Mr. Jackson noted Mr. Dahms and the union provided great support for this initiative. Mr. Stamey stated that some locations were not completely on board with standardizing and asked for all members' support to push this out as a lot of effort went into it. Mr. Borders discussed some issues that have occurred related to this at Edwards AFB. Mr. Jackson advised that their previous arbitrations have been used in training to try to help get the message out to supervisors. Mr. Williams discussed some challenges faced at Robins regarding the SMART standards working group. Mr. Williams advised the new SMART objectives were rolled it out in March despite union concerns about one general performance plan for all of maintenance. The group continued discussion regarding the standards being targeted to a particular job and making sure employees are being rated properly. Mr. Jackson finalized that some of the issues with supervisors should be eliminated with the tool being shared for appraisals and they are expecting by next year grievances regarding SMART objectives should be minimal. Mr. Borders asked if he can reach out to Mr. Jackson directly with any questions about this topic, Mr. Jackson confirmed they could. The group agreed this topic is a work in progress and it would be good to have a status update on future progress with it.

AI 20-02-08: Provide status update on progress being made by DPMAP SMART Objectives working group.

7. Federal Employees Viewpoint Survey Update – Major Marisa Rossi, HQ AFMC/A1.

Mr. Snodgrass introduced the briefing by speaking about the amount of surveys that have been used throughout AF and that all the survey answers had a common theme. He added they all note concerns about trust and accountability with first line supervisors. He advised they have done a deep dive from an AFMC perspective as the Air Force Chief of Staff tasked AF/A1 to get after it and do something with the data. Discussion continued regarding General Goldfein, General Kelly and General Bunch working to make the survey more accessible for all employees and working to improve participation rates. Discussion continued regarding private sector strategies that have worked and how those may be able to be used in these surveys, however, the Federal Employees Viewpoint Survey (FEVS) is a Federal survey so changes made at this level are limited. Major Rossi then began the briefing. There was discussion regarding who was ranked on the best places to work and how it was determined. Additionally it was discussed that with the lower participation rate this may skew the results some. Mr. Snodgrass discussed some positive and negative takeaways based on the responses. Mr. Snodgrass added that it was positive that we were trending upward regarding opportunities to move up in the organization, as well as having resources to get the job done. He added it was also good that they were trending upward regarding satisfaction with senior leaders. Mr. Snodgrass did state there was pause for concern that health and safety hazards on the job did decrease. Mr. Stamey stated there are a lot of comments regarding the fairness of the merit based promotion system and discussed some of the procedures in place to keep it fair, however, the perception seems to remain the same. He inquired if the union representatives had any feedback on how to fix this perception. There was discussion regarding suggestions of altering the hiring panel, Central Selection Hiring, and using direct and expedited hiring authorities correctly. The discussion moved onto concerns with hiring panels, the interviewing and selection policies used and how better communication and feedback can help combat those issues. Major Rossi continued to discuss takeaways identified. The group then discussed the issue of survey fatigue and other challenges that prevent participation in surveys. The discussion continued and suggestions such as incentives and alternative means of taking the survey were presented. Ms. Young reiterated how invested General Bunch is to making the changes in response to the survey and Mr. Tingey concluded stating advertising support for the survey with the commander is a good way to encourage participation.

8. Space Force – Mr. Bill Snodgrass, HQ AFMC/A1.

Mr. Snodgrass began his discussion on Space Force. He advised if you think about how the Marine Corps relates to the Navy that is how the Space Force is to the Air Force. He mentioned from an AFMC perspective it will probably impact about 760 people, mostly AFRL military and civilian positions. He advised their jobs are not going to change, the people they work for now will be the same and they are not going to move locations. He stated they will be Space Force manpower positions, but will still work for AFRL. Mr. Snodgrass noted that the installation support piece still needs to get figured out as well as the reporting chain. There was discussion regarding some of the changes that may be occurring and when those may be finalized. Mr. Tingey inquired about the affected employees' security levels changing. Mr. Snodgrass

answered that they don't foresee any type of changes like that as jobs will remain the same and concluded the discussion that there will be more information to come as we move forward.

9. Action Item Review/Wrap-Up – Mr. Bob Good, HQ AFMC/A1KL.

Mr. Bob Good, HQ AFMC/A1KL Secretariat, reviewed each of the pending AIs and provided an explanation of the actions taken to close each item. All AIs were closed. Mr. Stamey inquired if the new SMART standard AI is needed or if the previous AI should remain open. Ms. Young ensured we captured a new AI during the meeting and said we would close this one.

Mr. Good then reviewed all of the new AIs identified during the meeting (see attached). He then asked if anyone had anything they would like to add. No one responded with additional Action Items.

10. Recognition/Closure

Following the Action Item review, Mr. Tingey and Ms. Young recognized Ms. McGinnis with her plaque welcoming her as a member of the Partnership Council as she was unable to attend her first meeting due to illness.

Ms. Young and Mr. Tingey thanked participants for attending and expressed the importance of these meetings. The meeting was adjourned as members proceeded to participate in a group photo.

Minutes Approved By:

PATRICIA M. YOUNG
Executive Director



TROY TINGEY
President, AFGE Council 214

Action Items from Previous PC's			
AI#	Description	OPR	Status
19-09-01	Determine whether disciplinary actions are looked at with respect to Robins AFB Pilot Program metrics.	AFMC/A1RZ	CLOSED
19-09-02	Provide a link to the Air Force Connect App to PC Members.	AFMC/A1KL	CLOSED
19-09-03	Solicit input from AFGE Council 214 regarding marketing of the Air Force Connect App and Resource Services.	AFMC/A1KL	CLOSED
19-09-04	Draft and disseminate an email clarifying the status of EAP to AFMC workforce	AFMC/A1RZ	CLOSED
19-09-05	Provide a link to the EAP videos to PC Members.	AFMC/A1KL	CLOSED
19-09-06	Provide the POC for the DoD VPP sponsor.	OO-ALC VPP Office	CLOSED
19-09-07	Provide an update regarding the status of the AFSC SMART standard working group.	AFSC/DP	CLOSED
19-09-08	Review the process for how writing SMART standards is being disseminated.	AFMC/A1KL	CLOSED
19-09-09	Solicit input from AFGE Council 214 regarding how the PCIP could be applied to the WG workforce.	AFMC/A1KL	CLOSED
19-09-10	Provide the status of the draft legislative language permitting stipends to students.	AFMC/A1K	CLOSED
19-09-11	Provide the DHA transition information and FAQs to the PC members.	AFMC/A1KL	CLOSED

New Action Items from Feb 2020 - WPAFB			
AI #	Description	OPR	Status
20-02-01	AFMC/DS provide update to AFGE L1138 on Building 262 renovation.	AFMC/DS	OPEN
20-02-02	AFSC/CA ensure awareness within Robins ALC and AFMC/A4, Maintenance Training Community - concern with workload and training record documentation.	AFSC/CA AFMC/A1KL	OPEN
20-02-03	AFGE L987 to provide specific contract concern to address workload being completed by contract vs gov't. to share with AFMC/PK.	AFGE L987	OPEN
20-02-04	AFGE to provide specifics on individual's duty time being relegated to staying in breakrooms while pending security adjudications.	AFGE C214	OPEN
20-02-05	AFGE L987 to provide specifics on employee being removed pending security clearance adjudication even though employee clearance reinstated.	AFGE L987	OPEN
20-02-06	AFMC/IP to look at hubbing possibilities if AFSC provides workload surge timeframes to prevent backlog of security clearances.	AFMC/IP	OPEN
20-02-07	AFMC/IP to provide electronic version of security clearance adjudication guidelines to PC members.	AFMC/IP	OPEN
20-02-08	Provide status update on progress being made by DPMAP Smart Objectives working group.	AFSC/DP	OPEN

JN-20-02-01	Provide feedback on AFMC We Need accomplishments	AFMC/DS	OPEN
JN-20-02-02	Provide Link to Gen Goldfein video on civilian contributions	AFMC/A1KL	OPEN
JN-20-02-03	Provide average years of service data of FWS workforce	AFMC/A1KL	OPEN
JN-20-02-04	Provide backup slides for WG Development	AFMC/DS	CLOSED
JN-20-02-05	Provide update on transfer of Medical Community to DHA.	AFMC/A1 AFMC/SG	OPEN
JN-20-02-06	Provide C214 with update on 180 day waivers and DHA authorities.	AFMC/A1KL	OPEN

**AIR FORCE MATERIEL COMMAND
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214
PARTNERSHIP COUNCIL MEETING
19 FEBRUARY 2020**

BLDG 262, HQ AFMC – HQ Conference Room A&B (Rm. B213), WPAFB AFB, OH

WEDNESDAY, 19 FEBRUARY 2020

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0700 – 0730	<i>Continental Breakfast at Country Inn and Suites</i>
0730 – 0800	<i>Travel via carpool to Building 262 (HQ Conference Room A – Rm. B213)</i>
0800 – 0810	<i>Welcome/Opening – Administrative Remarks/Agenda Review (Ms. Patricia Young and Mr. Troy Tingey)</i>
0810 – 0830	<i>Local Partnership (Ms. Doris Roberts, 88 FSS/FSMC & Ms. Pam McGinnis, AFGE L1138)</i>
0830 – 0850	<i>Depot Workload Transitions (Mr. Kevin Stamey, AFSC/CA)</i>
0850 – 0900	<i>FY21 Manpower Actions (Ms. Luci Slygh, HQ AFMC/A1M)</i>
0900 – 0930	<i>DoD Security Clearances (Ms. Joyce Pappas, HQ AFMC/IP)</i>
0930 – 1000	<i>DPMAP – SMART Standards (Mr. Bryan Jackson, 72 FSS/FSCAL)</i>
1000 – 1015	<i>Break</i>
1015 – 1035	<i>Federal Employees Viewpoint Survey Update (Major Marisa Rossi, HQ AFMC/A1)</i>
1035 – 1045	<i>Space Force (Mr. Bill Snodgrass, HQ AFMC/A1)</i>
1045 – 1115	<i>Action Item Review / Wrap Up (Mr. Robert Good, HQ AFMC/A1KL)</i>
1115 – 1125	<i>Recognition / Group Photo</i>
1125 - 1130	<i>Closing Remarks / Depart for Joint National Meeting</i>

PARTNERSHIP COUNCIL MEMBERS (As of: February 2020)

Management Members	Union Members
<p>Ms. Patricia M. Young 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: Patricia.Young@us.af.mil Secretary: Barbara Adams Start Date: May 2016</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>Mr. John Snodgrass 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: john.snodgrass.1@us.af.mil Secretary: Cynthia Reynolds Start Date: Nov 2016</p>	<p>Mr. Kris Borders Treasurer, AFGE council 214 P.O. Box 87 Edwards AFB, CA 93523-0087 Phone: (661)860-0971 Email: bordersafge@gmail.com Start Date: Jan 2016</p>
<p>Mr. Kevin Stamey AFSC/CA DUTY TITLE: Executive Director, AFSC 3001 Staff Drive, Bldg3001 Tinker AFB OK 73145 Phone: DSN 339-2202 - COMM 405-739-2202 Email: kevin.stamey@us.af.mil Secretary: Amy Tippit Start Date: Jan 2018</p>	<p>Mr. Marion Williams President, AFGE Local 987 P.O. Box 1079 Warner Robins, GA 31099-1079 Phone: DSN 468-3632 Email: marion.williams122@gmail.com Start Date: Jun 2019</p>
<p>Ms. Kathy Watern 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: kathy.watern@us.af.mil Secretary: Lori Brady Start Date: May 2016</p>	<p>Ms. Pamela McGinnis President, AFGE Local 1138 P.O. Box 662 Fairborn, OH 45324 Phone: (937)318-5666 Email: prez1138@aol.com Start Date: July 2019</p>

<p>Dr. Eileen Bjorkman AFTC/CA DUTY TITLE: Executive Director, AFTC 1 S Rosamond Blvd Edwards AFB, CA 93524 Phone: DSN 527- 4436 - COMM 661-277-4436 Email: eileen.bjorkman.1@us.af.mil Secretary: Lori Hosey Start Date: Sep 2019</p>	<p>Mr. Thaddeus Wallace President, AFGE Local 1897 P.O. Box 1918 Eglin AFB, FL 32542 Phone: (850)882-5714 Email: afgelocal1897@us.af.mil Start Date: Oct 2018</p>
<p>Mr. Jack Blackhurst AFRL/CA DUTY TITLE: Executive Director, AFRL 1864 Fourth St., Bldg 15, Rm 225 Wright-Patterson AFB, OH 45433 Phone: DSN 674-9000 - COMM 937-904-9000 Email: jack.blackhurst@us.af.mil Secretary: Karen Zawada Start Date: Aug 2017</p>	<p>VACANT Phone: DSN - COMM Email: Start Date: Jun 2019</p>
<p>Mr. Bob Good Secretariat HQ AFMC/A1KL 4375 Chidlaw Rd., Rm N208 Wright-Patterson AFB, OH 45433-5006 Phone: DSN 986-2822 - COMM 937-656-2822 Email: robert.good.8@us.af.mil</p>	
<p>Ms. Holly Coby Alternate Secretariat HQ AFMC/A1KL 4375 Chidlaw Rd., Rm N208 Wright-Patterson AFB, OH 45433-5006 Phone: DSN 787-2102 - COMM 937-257-2102 Email: holly.coby@us.af.mil</p>	