

# HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

30 July 2015

## Video Teleconference (VTC)

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 44th meeting on 30 July 2015, via Video Teleconference. 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 is included. All members were present with the exception of Ms. Patsy Reeves, AFLCMC/CA. Mr. Nick Spychalski, AFGE Council 214 Executive Assistant, attended as a guest.

### 1. Opening Remarks/Acknowledgements

Mr. Gill thanked the members for attending the VTC and apologized for the cancelation of the Eglin meeting due to a family emergency. He said there are several topics to discuss including the agenda for the upcoming Joint National Labor-Management Meeting in September. Mr. Tingey also welcomed the members and thanked them for taking time out of their busy schedules to participate in the partnership meeting.

### 2. Review of Action Items – Ms. Gina Martinelli, HQ AFMC/A1KL

Ms. Martinelli reviewed the action items (AIs) from the last meeting on 25-26 Feb 15 at Edwards AFB. The following AIs were closed:

- a. 15-02-01; Request DoD PDI metrics report and share with PC members.
  - Metrics were requested from DoD, but the info was not available to publish.
- b. 15-02-03; Track the status and resolution of aged comp time corrections.
  - Payments were made to employees on 22 May 15. No issues or problems were noted.
- c. 15-02-05; Determine if new FST suicide awareness video can be used during Apr-May Wingman events.
  - Video was permitted for use and placed on MAJCOM resource list as an additional tool.
- d. 15-02-06; Evaluate AFRL Chief Learning Officer program and consider expansion to other organizations.
  - Leadership evaluated the program and decided it was not ready to be rolled.
- e. 15-02-07; EAP present info on available services during Commander/Director calls.
  - HQ AFMC/A1 sent leadership a reminder to update employees on EAP services at Commander/Director calls.
- f. 15-02-09; Send list of Injury Comp and Light Duty POCs to C214.
  - List sent on 19 Mar 15.
- g. 15-02-10; Collect Injury Comp data from AFPC and sort by Centers.
  - Data provided to PC members on 24 Jul 15.
- h. 15-02-11; Send Acq Demo RAND report to C214.

- Report sent on 6 Mar 15.
- i. 15-02-12; Send AFMC RIF metrics to C214.
  - Metrics sent on 23 Mar 15.
- j. 15-02-13; Brief local union at Kirtland on 377<sup>th</sup> reorg under AFGSC.
  - The Kirtland LRO has briefed the local union and corresponds regularly.

The following AIs will be closed during upcoming briefings at the PC meeting:

- a. 15-02-02; Develop I-Plan for Multi-Trades Demo Project.
- b. 15-02-04; Publish and implement new VPP Roadmap.

The remaining AI below will be rolled over til the next PC meeting on 2 Sep 15 because this meeting has a shortened agenda:

- a. 15-02-08; Gather remarks from AFMC Chaplain on best practices across Command.

### 3. Suicide Prevention Update – Mr. Steve Callon, HQ AFMC/SGOB

Mr. Steve Callon said he was taking Lt Col Hubbard's place today as the briefer on suicide prevention. He indicated there have been 12 suicides so far in calendar 2015. Unfortunately, this puts us ahead of the trend line from last year. He shared a summary of the correlating factors of each suicide event. Mr. Jeff Allen raised a concern about employees with a zero leave balance and asked if we should identify this as an indicator. Mr. Rocky Tasse responded by sharing his experience with illness that resulted in a low leave balance and said commanders have put too much focus on leave balances in the past. It's been discussed extensively and there is not enough evidence to support that low leave balances indicate a person is suicidal. Mr. Allen said he understands, but we need to respond when there is a concern with an employee and do something to help them if we can. Mr. Gill concurred that a low leave balance does not necessarily mean that a person is suicidal. Supervisors should have awareness into how their people are doing, but cannot be overly intrusive. We spend one third of our time with our work family and can tell when peoples' moods change. Mr. Tingey said the union shares the same concerns, but approaching individuals is a difficult subject. Perhaps the new training video and facilitator's guide will help address this issue better. Mr. Gill expressed his pleasure with the new video and said it was well done. Mr. Callon said the video and accompanying guide are projected for release on 1 Aug at [www.wingmanonline.org](http://www.wingmanonline.org). Mr. Callon indicated there has recently been an increase in suicides where the risk factors of occupational stress and medical illness were present. He said there will be more of a push to promote services offered by the Employee Assistance Program (EAP). Mr. Tasse opined that civilians are not using the EAP program even though the agency keeps pumping money into it. He gave an example of when EAP was ineffective in a crisis situation because EAP does not have the authority to intervene in the workplace or to recommend personnel actions. Mr. Gill said we should look at the statistics on the number of EAP referrals and how many people received assistance. Mr. Callon said the services are confidential, and EAP will not disclose that information. Mr. Gill said leadership supports EAP and believes it's a great service for civilians. The program is not mandatory and the Commander uses discretionary funds to pay for it. We need to peel back the usage and discuss at the next meeting in September. This will be action item 15-07-01. Mr. Callon expressed appreciation on behalf of Lt Col Hubbard for the union's invaluable contribution in developing the training video. The Air Force is holding a Suicide Prevention Summit the week of 22 Sep, and Mr. Tasse was selected to represent the union at this event due to his experience with this subject. Mr. Gill asked how the video will be rolled out. Mr. Callon said once negotiations are completed with the union, guidance will be issued to the field.

### 4. Voluntary Protection Program (VPP) Update – Mr. Chuck Pyron, HQ AFMC/SE

Mr. Pyron indicated that the new Voluntary Protection Program (VPP) Roadmap is signed and accessible on the VPP SharePoint site at <https://cs4.eis.afmc.af.mil/sites/1877/default.aspx>. AI 15-02-04 was closed. The Commander Safe Site Challenge (CSSC) is currently in coordination, then it will go to Mr. Gill and Mr. Tingey for approval by 15 Aug. AFI 91-202, "Mishap Prevention Program," has been published and is currently in bargaining. It incorporates the requirements of the Air Force Safety Management System. HQ AFMC/SE is

developing an AFMC Supplement which will incorporate the VPP Roadmap and the CSSC. Mr. Gill asked about the timeline. Mr. Pyron indicated the supplement is still being worked on, and C214 is currently reviewing the AFI. Mr. Pyron provided the status of Star Site applications across the command. He mentioned the upcoming Special Government Employee (SGE) training and said that the application deadline was 17 Jul, and participants must be from a Star Site. The next VPP Steering Committee meeting will be held on 29 Sep.

5. Multi-Trades Demo Update – Mr. Jeff Allen, AFSC/CA

Mr. Allen indicated that the Business Case Analysis and Federal Register Notice are currently in coordination at HQ AFMC. Once it leaves AFMC, it will go to HAF. There are still many steps that must happen before it can be approved by the Office of Personnel Management. An Implementation Plan is not needed until we move closer to implementation in the November 2016 timeframe. AI 15-02-02 was closed. Leadership has established a charter for an Executive Review Board responsible for oversight and implementation of the Multi-Trades Demo Program. Dr. Todd Fore said the first meeting will be held on 13 Aug. Mr. Tingey said this project has been lagging for five years and needs to be implemented. The union can assist with pushing the package forward once it reaches Air Staff.

6. Survey on Best Places to Work in the Federal Government – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Randy Shaw asked Mr. Gill to provide an introduction about how he first became aware of the survey on the Best Places to Work in Federal Government. Mr. Gill shared that during a visit to the Pentagon, he received a briefing about the survey and found the results to be interesting. Input gathered from current Air Force employees indicated that people are cynical about surveys because they feel that nothing ever happens with the results. We should pay closer attention to this information because it can be a guide on employee satisfaction. The data is captured at such a high level that individual employees cannot be called out. The Air Force's standing is not the best, so we should approach this with the view that this is an opportunity to improve. Mr. Shaw said the Best Places to Work in the Federal Government rankings are produced by the Partnership for Public Service and their motto is, "Good government starts with good people." Mr. Mark Doboga, a prior member of the Senior Executive Service in the Air Force who retired in 2012, is very involved in the rankings. A member of his staff could present this information either at the Joint National or Partnership Council and share their ideas. AFMC used to use the Checkmate and Q12 surveys to assess employee engagement, but that was discontinued in 2008. The data from the Best Places to Work Survey shows us how we compare to other Air Force organizations and other agencies. Mr. Gill said NASA is regarded as a high-performing agency and we could review best practices and benchmarks to see if we could adopt any of their personnel programs. Mr. Tasse said he would be interested to see results both pre and post furlough. Mr. Gill said the data definitely shows that we need to look closer at awards and advancement. Mr. Shaw said we should be able to peel back the information and target factors and strategies for success. Only 26% of Air Force employees believe the results of the survey will be used to make the agency a better place to work compared to the rest of the government at 33.6%. Mr. Gill said there is more information available from the survey, and the data could be used to link new ideas and initiatives to create changes that lead to better engagement. Mr. Tingey indicated that survey information is rarely ever shared and collecting the data can be costly. Mr. Gill said he wasn't sure where the funding comes from for this survey, but agreed that people don't like to take surveys because they never see any outcome from the results. Mr. Allen said better data is needed. Mr. Robertson suggested looking at trend data and said the results may be driven by lack of funds. Dr. Fore said he will reach out to Mr. Doboga to ask about the possibility of having one of his staff present additional info. This will be action item 15-07-02. Mr. Gill said let's see how the agenda looks for the Joint National Meeting in September before deciding which meeting to invite them to, Joint National or Partnership Council.

7. Pre-Decisional Involvement Refresher – Mr. Tom Robinson, AFGE C214 Executive Assistant, and Ms. Gina Martinelli, HQ AFMC/A1KL

Mr. Robinson began the briefing and stated this was a refresher on pre-decisional involvement (PDI). Ms. Martinelli recited the Executive Order on Labor Management Forums and said the union should be involved in all workplace matters to the fullest extent practicable. She said Partnership Council (PC) meetings give management the opportunity to share information about upcoming changes and gather valuable union input before final plans are developed. One of the purposes of the PC is to engage in PDI. Mr. Robinson provided the history of partnership councils and labor management forums dating back to the early 1990s. He said at one point, gaining commitment was contentious and it took commitment on both sides. Joint guidance issued from Command has endorsed the institutionalization of PDI. Ms. Martinelli affirmed that statutory rights cannot

be taken away, but the goal of PDI is to gain efficiencies. She said the ideal outcome of PDI is to reach consensus on an issue without going through the formal bargaining process. Metrics help show how many times PDI was successful. Mr. Robinson discussed the different levels of PDI. Since AFGE C214 does not have recognition at the Air Force level, PDI is difficult to grasp. The Center level is also challenging because partnerships do not exist at that level. Ms. Martinelli gave several examples of PDI goals and successes at the Command level. Due to the union's extensive involvement, suicide prevention training has become more tailored towards civilians with the goal to increase help-seeking behaviors and reduce risk factors. PDI is an interest-based, problem-solving approach and it works. Mr. Robinson said Center policies are bargained at Command, but he'd like to see more PDI at the Center level before decisions are made. Ms. Pamela McGinnis indicated that PDI is not taking place at the Local level. She said the previous ABW/CC met more frequently than the new one. Mr. Gill said he believes PDI works and there have been positive successes, but it's not a substitute for bargaining. We should continue to strongly support PDI because it can help shape our direction. Acq Demo is an example of a project that management wants to continue engaging with the union. It's our intention to keep discussing this initiative as a future change in how we compensate and reward employees. Mr. Tingey said he thought the briefing was great, and had nothing further to add.

#### 8. OPM Cybersecurity Breach – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw stated that the OPM data breach has affected approximately 4 million people in the first incident and over 21 million people in the second incident. Individuals should have received a notice if they were impacted by the first breach. Personal Identifiable Information (PII) was compromised in addition to background investigations of current, former, and prospective Federal employees. The adversary has been stopped and is believed to be the same group that hacked into United Airlines. There are reports that OPM leadership started receiving cyber vulnerability warnings as early as 2007. The OPM Director has already stepped down as a result. OPM has added better controls to protect the data and is offering free credit monitoring and identity theft insurance for 18 months. Mr. Tingey asked how do we know this service will actually be provided? Ms. Shaw said that OPM is providing us with this information. Discussion ensued regarding the input of additional personal information into the credit monitoring system and the potential for yet another compromise of security. Some PC members are hesitant to provide additional PII and account information in fear of another hack. Mr. Gill mentioned an option of freezing your own credit which would make your credit inaccessible to anyone. Mr. Nick Spychalski said it would be helpful to have a human being as a point of contact for individuals who need assistance versus just a website.

#### 9. Wrap-up and Awards Presentation – Mr. Mike Gill, AFMC/CA and Mr. Troy Tingey, AFGE C214 President

Mr. Gill discussed plans for the upcoming Joint National Labor-Management meeting on 1 Sep 15. He said the proposed agenda is similar to last year, starting at 12:00 p.m. for lunch and then move into the Sarris Auditorium for the meeting. The Partnership Council meeting will be the following day on 2 Sep, and we are planning for a full day. Mr. Allen will meet with the local presidents on Monday afternoon before the Joint National to discuss Air Force Sustainment Center issues. Mr. Tingey said that Mr. J. David Cox, AFGE National President, plans to participate in the social on Tuesday evening.

Mr. Gill congratulated Mr. Ricky Peters on his upcoming retirement and presented him with an engraved plaque from the PC. Mr. Peters said he appreciated the support and the great partnership dealing with Lab Demo issues. The union is a large piece of the workforce and it's all about relationships. Mr. Peters shared that his father worked for General Motors, and he "grew up" with the union. He said he valued the opportunity and will miss everyone. Mr. Tasse said he was disappointed the group didn't get to come to Eglin this time, but would like to get back on track. He said he was excited about working with new leaders at Eglin and thanked Mr. Peters for his leadership.

Mr. David Robertson said he will make sure plans to reschedule the meeting at Eglin are taken care of. He said he could also talk to the people at NASA about best practices if the PC wants to explore further. Mr. Tingey thanked all the members and said he appreciates everyone's time. He congratulated Mr. Peters on his retirement. Mr. Shaw said we will look at holding a PC meeting at Eglin in the January/February 2016 timeframe.

Minutes Approved By:

  
Michael A Gill  
Executive Director

  
Troy Tingey  
President, AFGE Council 214

<b>"Old" Action Items from Edwards Meeting 25-26 Feb 15</b>			
AI#	Description	OPR	Status
15-02-01	Request DoD PDI metrics report and share with PC members.	AFMC/A1	CLOSED
15-02-02	Develop I-Plan for Multi-Trades Demo Project.	AFMC/A1	CLOSED
15-02-03	Track the status and resolution of aged comp time corrections.	AFMC/FM	CLOSED
15-02-04	Publish and implement new VPP Roadmap.	AFMC/SE	CLOSED
15-02-05	Determine if new FST suicide awareness video can be used during Apr-May Wingman events.	AFMC/SG	CLOSED
15-02-06	Evaluate AFRL Chief Learning Officer program and consider expansion to other organizations.	AFMC/A1	CLOSED
15-02-07	EAP present info on available services during Commander/Director calls.	AFMC/A1	CLOSED
15-02-08	Gather remarks from AFMC Chaplain on best practices across Command.	AFMC/HC	OPEN
15-02-09	Send list of Injury Comp and Light Duty POCs to C214.	AFMC/A1	CLOSED
15-02-10	Collect Injury Comp data from AFPC and sort by Centers.	AFMC/A1	CLOSED
15-02-11	Send Acq Demo RAND report to C214.	AFMC/A1	CLOSED
15-02-12	Send AFMC RIF metrics to C214.	AFMC/A1	CLOSED
15-02-13	Brief local union at Kirtland on 377 <sup>th</sup> reorg under AFGSC.	377 FSS	CLOSED

<b>"New" Action Items from VTC 25-26 Feb 15</b>			
AI#	Description	OPR	Status
15-07-01	Evaluate data on EAP referrals and usage.	AFMC/A1	OPEN
15-07-02	Request additional metrics from the survey on Best Places to Work in the Federal Government to explore possible methods for using the data.	AFMC/A1	OPEN

**AIR FORCE MATERIEL COMMAND  
AND  
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214**

**PARTNERSHIP COUNCIL VIDEOTELECONFERENCE  
30 JULY 2015**

**HOSTED BY: AFMC  
WRIGHT-PATTERSON AFB, OH**

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
1400 – 1405	Welcome/Opening – Administrative Remarks Mr. Gill, AFMC/CA & Mr. Troy Tingey, C214 President, Co-Chairs
1405 – 1420	Review Minutes/Action Items from Last PC Meeting Ms. Gina Martinelli, HQ AFMC/A1KL
1420 – 1435	Suicide Prevention Update Mr. Steve Callon, HQ AFMC/SG (Action Item: 15-02-05)
1435 – 1450	VPP Roadmap/Star Application Status/Commander's Safe Site Challenge Mr. Chuck Pyron, HQ AFMC/SE (via VTC) (Action Item: 15-02-04)
1450 – 1505	Multi-Trades Demo Update Mr. Jeffrey Allen, HQ AFMC/A1 (Action Item: 15-02-02)
1505 – 1520	Survey - Best Places to Work in Federal Government Mr. Randy Shaw, HQ AFMC/A1K
1520 – 1535	PDI Refresher Mr. Tom Robinson, AFGE C214 & Ms. Gina Martinelli, HQ AFMC/A1KL
1535 -- 1545	OPM Cybersecurity Breach Mr. Randy Shaw, HQ AFMC/A1KL
1545 – 1555	Joint National Meeting Agenda Partnership Co-Chairs
1555 – 1600	Closing Remarks



PARTNERSHIP COUNCIL MEMBERS (As of: July 2015)

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: <a href="mailto:Michael.Gill@us.af.mil">Michael.Gill@us.af.mil</a>  Secretary: Donna Maler  Start Date:</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  AFMC/A1  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: Frances Beavers  Start Date: June 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 2012</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: <a href="mailto:jeffrey.allen.1@us.af.mil">jeffrey.allen.1@us.af.mil</a>  Secretary: Marilyn Pohl  Start Date: June 2014</p>	<p>Mr. Monty Lewis  President, AFGE Local 1592  7190 11<sup>th</sup> St. Bldg. 555  Hill UT 84056-5401  Phone: DSN 777-3257  Email: <a href="mailto:monty.lewis@us.af.mil">monty.lewis@us.af.mil</a>    Start Date: Feb 2014</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: <a href="mailto:patsy.reeves@us.af.mil">patsy.reeves@us.af.mil</a>  Secretary: Maria Radesky  Start Date: Aug 2013</p>	<p>Mr. Rocky Tasse  President, AFGE Local 1942  PO Box 1944, Bldg A10  Eglin FL 32542  Phone: DSN 872-5270  Email: <a href="mailto:rocky.tasse@us.af.mil">rocky.tasse@us.af.mil</a>    Start Date: Nov 2012</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: Jean Kelly  Start Date: June 2014</p>	<p>Ms. Pamela McGinnis  President, AFGE Local 1138  P.O. Box 24662  Dayton, OH. 45324  Phone: 937-318-5666  <a href="mailto:pmcgin9187@aol.com">pmcgin9187@aol.com</a>    Start Date: Aug 2013</p>
<p>Mr. Ricky L. Peters  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:ricky.peters@us.af.mil">ricky.peters@us.af.mil</a>  Secretary: Kathy France  Start Date: Aug 2013</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.robinson3@us.af.mil">Thomas.robinson3@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>Ms. Gina Martinelli  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:gina.martinelli@us.af.mil">gina.martinelli@us.af.mil</a></p>	