

## HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

19 March 2024

### Kirtland AFB, Albuquerque, NM

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 57<sup>th</sup> meeting on 19 March 2024 at Kirtland AFB, NM. Ms. Lorna Estep, 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. Ms. Pamela McGinnis, AFGE Local 1138 President, was unable to attend.

#### 1. Local Partnership Mr. Vernon Oliver, 377 FSS and Mr. Aaron Herweg, AFGE

Partnership Council commenced with the local partnership update where Mr. Vernon Oliver and Mr. Aaron Herweg touched on recent high points in the local partnership, such as the 17 January 2024 Steward Appreciation Celebration. Both parties continue to communicate issues at the lowest levels and build on the management/union relationships. Both parties have seen improvements in communication due to their commitment to build on this progress. It was noted there have been issues with timely communication on the grievance process due to the installation commander's schedule and availability. Mr. Tingey inquired about meeting schedules. Mr. Herweg stated they are trying to schedule a quarterly meeting. Mr. Oliver will first schedule a meeting to brief labor relations and facilitate communication.

**AI 24-03-01:** Agency will look at ways to integrate management/union relations in AFMC supervisors training.

**AI 24-03-02:** Agency will engage with HAF/A1 on options to add management/union relations information to Air University curriculum.

Emphasis needs to be on training; Mr. Oliver indicated they started offering training two weeks ago, and the next session is scheduled for later this month.

Mr. Marion Williams stated he is a trained mediator and did a two-week program at Hanscom which included scenario-based learning. He expressed his view that mediation should be expanded.

Ms. Watern mentioned the value of increasing availability of meditation training to installations. Mr. Tingey mentioned Article 6 and ADR need to be agreed upon at local levels. Mr. Bryan Jackson agreed with Mr. Tingey and stated such training should be applied at installations where there are local Alternate Dispute Resolution (ADR) agreements.

**AI 24-03-03:** Add status of installation's mediation training to next Partnership Council.

#### 2. Action Items Update – Mr. Bryan Jackson (HQ AFMC/A1KL)

Mr. Jackson discussed the action items from the June 2023 Partnership Council.

Action Items 23-06-01 through 23-06-03 involved discussion and clarification of disability retirements. The Air Force Personnel Center POC, Mr. Dylan Akers, briefed disability retirements and provided an overview of the process. Ms. Jessica Taylor (AFPC), who currently works disability retirements, addressed the partnership's questions.

Mr. Thad Wallace asked if an employee is eligible, and must exhaust all efforts to retain employment, how do employees know they have exhausted the requirements? Mr. Akers replied it is on a case-by-case basis and the form provides information and reasoning to the employee. The employee, supervisor, physician, and RA office fills out and details their actions on processes, reviews the information, and decides if the situation meets the criteria.

Mr. Williams inquired about the disability package requirements and processing. Employees are notified weeks later they are missing forms and are required to resubmit. Mr. Akers explained there are many touchpoints through several mail rooms and many documents attached to an application. This has been an issue and they have tried to automate and obtain packages electronically, but it has not been approved yet.

Mr. Jackson transitioned to AI 23-06-04 involving Mr. Williams providing core docs incorporating multiple positions on one document. It is three separate positions which cannot be merged, so additional information and resolution are needed.

**AI 23-06-04** remains open; Mr. Williams to submit info to Ms. Estes regarding combined core doc.

Mr. Jackson brought up AI 23-06-09 regarding AFMC/A1Q providing Disability Program Managers (DPM) contact information to the union, and 23-06-10 involving A1Q providing information on Barrier Analysis. Mr. Keith Tickle joined the call to discuss both items. With regards to AI 23-06-10 on DPM, Mr. Tickle stated he will provide list to Mr. Jackson. Regarding AI 23-06-09 on Barrier Analysis, Mr. Tickle sought further clarification. Barrier analysis is a large operation, and he was interested if there is a targeted area the union is looking at such as underserved communities, certain identified barriers, etc.

Mr. Williams explained most complaints are for non-selection. Regarding Barrier Analysis, he asked where the glass ceiling is with minorities, age, sex, religion. He expressed he has seen disparity in pay for those doing the same jobs. Some positions were in the NH, such as NH-03 in the depot, around 88 positions, where they are at the low end of the pay band. About 18 were minorities, and the upper 20% were white males. Mr. Williams further explained that limits the pool, and it creates a barrier without us knowing about it. Positions now converting to Demo create a glass ceiling. The process may be neutral, but the impacts are different for women and minorities.

Mr. Tickle explained those are triggers and is certainly something he needs to deep dive into. He stated he will circle back with Robins AFB. Mr. Tickle further stated he will be at Robins AFB

in a few weeks and will have information to provide when he meets with Mr. Williams. If anyone else feels there are triggers for constituents, feel free to reach out with any concerns.

**AI 23-06-10** Barrier Analysis information to union remains open.

**AI 23-06-11** Providing a list of DPMs to Union remains open.

The topic of mental decline (i.e. memory loss or early symptoms of memory conditions) in the reasonable accommodation area was discussed, with Mr. Steve Allen discussing issues he has seen with employees getting reasonable accommodations. [Microphone issues occurred here, but thorough discussion continued regarding this topic

**AI 24-03-04** Agency will seek guidance from OPM and HHQ regarding reasonable accommodations regarding mental decline.

3. AcqDemo/Lab Demo Updates – Ms. Amanda Stroop (HQ AFMC/A1KI)

Ms. Amanda Stroop briefed both Demo program updates, touching on the current status and the plan for conversions throughout the command.

Mr. Tingey asked why are the “what stays the same” charts are not identical between the Lab and AcqDemo slides. Ms. Stroop explained it was a matter of formatting and will ensure charts are updated.

**AI 24-03-05** Agency will update “what stays the same” terminology slides are the same as it is discussed with the workforce.

Mr. Tingey expressed a concern detailing how employees are being brought in as NH next to GS employees. NH employees are making more money, almost two years until they get caught up, and people want to leave and come back as an NH. Another concern is the chart—the NH-02 (5-11) is quite the span and asked if there are any discussions of 5-7, or 7, 9, 11.

Ms. Stroop mentioned the NH-02 is codified in the Federal Register, and it provides employees in this broadband the opportunity to grow.

Mr. Williams added people are looking for different jobs because of this and inquired about checks and balances to keep this in balance.

Ms. Watern explained there is a lot of oversight at all levels when it comes to pay pools and the rating and compensation process. Mr. Sakulich noted the cross talk amongst pay pools adds checks and balances.

Ms. Watern added supervisors have ability with Demo programs to recognize employees outside of the Demo rating period with monetary awards from the set aside budget. We need to continue to communicate the ability to recognize people through money or time off outside the annual rating period.

Mr. Williams asked about the training for employees and supervisors. Ms. Strop stated training will be rolling out in spring timeframe from DOD and SAQ and it will drill down to center level and team up with the local organizations. Supervisors will be receiving refresher training, and employees will receive training.

Mr. Jackson reiterated the bargaining unit status (BUS) codes and importance of making sure they are correct when filling demo positions. He stated if organizations see a slowdown in a hiring metric, it may be attributed to the LRO office because they are ensuring the BUS codes are applied correctly. He added that A1KL is pulling a 7777 report monthly for the union to ensure accuracy.

#### 4. Great Power Competition (GPC) Updates – Ms. Lorna Estep (AFMC/CA)

Ms. Estep updated the group on GPC efforts. The Air Force Life Cycle Management Center (AFLCMC) will become Air Dominance Systems Center and a new Center, the Information Dominance Systems Center, will stand up. It's highly likely work and location will not change, but supervisors and chain of command may. The agency is engaged in these activities but Air Force continues to make final decisions so there will be more to come as these organizational changes are rolled out. The agency will have planning teams to work the details/specific plans and will share what the impact might be.

Mr. Williams wanted to know when AFLCMC splits, will there be a list provided to the Union. He noted he saw work at Robins moved to Hanscom, and one employee has not been placed/is in an over-hire position. Ms. Estep explained this was not GPC related, as GPC has not been implemented yet.

#### 5. Settlements Update – Ms. Nickie Estes (HQ AFMC/A1K)

Ms. Nickie Estes discussed settlements, and she provided an update on the efforts where AFMC now has oversight and management of the settlements process.

Mr. Williams noted he had a list of approximately 24 settlements over a year old. He will send to Ms. Estes for review.

Partnership Council concluded with a group photo.

Minutes Approved By:

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LORNA B. ESTEP  
Executive Director

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TROY TINGEY  
President, AFGE Council 214

<b>AI</b>	<b><u>Action Item</u></b>	<b><u>Party</u></b>	<b><u>Status</u></b>
AI 23-06-04	Mr. Williams to submit info to Ms. Estes regarding combined PD.	Union	Open
AI 23-06-04	Barrier Analysis information to union remains open.	Agency	Open
AI 23-06-11	Providing a list of DPMs to Union remains open.	Agency	Open
AI 24-03-01	Agency will look at ways to integrate management/union in AFMC supervisors training.	Agency	Open
AI 24-03-02	Agency will engage with HAF/A1 on options to add management/union relations information to Air University curriculum.	Agency	Open
AI 24-03-03	Add status of- installation's mediation training to next Partnership council.	Agency	Open
AI 24-03-04	Agency will seek guidance from OPM and HHQ regarding reasonable accommodations regarding mental decline.	Agency	Open
AI 24-03-05	Agency will ensure "what stays the same" terminology slides are the same as it is discussed with workforce	Agency	Open

**PARTNERSHIP COUNCIL MEMBERS**

<b>Management Members</b>	<b>Union Members</b>
<p>Ms. Lorna Estep            AFMC/CA            DUTY TITLE: Executive Director, AFMC            4225 Logistics Ave            Wright-Patterson AFB OH 45433-5001            Phone: DSN 787-6035 COMM 937-257-6035            Email: <a href="mailto:Lorna.Estep@us.af.mil">Lorna.Estep@us.af.mil</a>            Exec Officer: Maj Stephanie Teeple            Start Date: June 2023</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>Ms. Kathy Watern            AFMC/A1            DUTY TITLE: Director, Manpower,            Personnel, and Services            4225 Logistics Ave            Wright-Patterson AFB OH 45433-5006            Phone: DSN 787-2400 COMM 937-257-2400            Email: <a href="mailto:kathy.watern@us.af.mil">kathy.watern@us.af.mil</a>            Exec Officer: Maj Shaun Berger            Start Date: March 2024</p>	<p>Mr. Steve Allen            President, AFGE Local 2221            P.O. Box 2292            Heath, OH 43056-0292            Phone: DSN 366-4294            Email: <a href="mailto:steven.allen.21@us.af.mil">steven.allen.21@us.af.mil</a>              Start Date: May 2018</p>
<p>Ms. Angela Tymofichuk            AFSC/CA            DUTY TITLE: Executive Director, AFSC            3001 Staff Drive, Bldg 3001            Tinker AFB OK 73145            Phone: DSN 339-2202 COMM 405-739-2202            Email: <a href="mailto:angela.tymofichuk@us.af.mil">angela.tymofichuk@us.af.mil</a>            Secretary: Tesha Bowen            Start Date: March 2024</p>	<p>Mr. Marion Williams            President, AFGE Local 987            P.O. Box 1079            Warner Robins, GA 31099-1079            Phone: DSN 468-3632            Email: <a href="mailto:marion.williams122@gmail.com">marion.williams122@gmail.com</a>              Start Date: Jun 2019</p>
<p>Ms. Dennis D'Angelo            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:dennis.dangelo.1@us.af.mil">dennis.dangelo.1@us.af.mil</a>            Secretary: Jessica Ryan            Start Date: Jun 2023</p>	<p>Ms. Pamela McGinnis            President, AFGE Local 1138            P.O. Box 662            Fairborn, OH 45324            Phone: (937)318-5666            Email: <a href="mailto:prez1138@aol.com">prez1138@aol.com</a>              Start Date: July 2019</p>

<p>Mr. Timothy Sakulich 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: <a href="mailto:timothy.sakulich.1@us.af.mil">timothy.sakulich.1@us.af.mil</a> Secretary: Rebecca Perkins Start Date: June 2023</p>	<p>Mr. Thaddeus Wallace President, AFGE Local 1897 P.O. Box 1918 Eglin AFB, Fl 32542 Phone: (850)882-5714 Email: <a href="mailto:afgelocal1897@us.af.mil">afgelocal1897@us.af.mil</a>  Start Date: Oct 2018</p>
<p>Ms. Sharon Johnson AFTC/DP DUTY TITLE: Director, Personnel Directorate 1 South Rosamond Blvd. Edwards AFB, CA 93524 Phone: DSN 527-3300 – COMM 661-810-7534 Email: <a href="mailto:sharon.johnson.17@us.af.mil">sharon.johnson.17@us.af.mil</a>  Start Date: ACTING MARCH 2024</p>	<p>Mr. Neil Williams Executive Assistant, AFGE Council 214 4375 Chidlaw Rd. Wright-Patterson AFB, OH 45433-5006 Phone: DSN 785-6254 – COMM 937-257-6254 Email: <a href="mailto:neil.williams.1@us.af.mil">neil.williams.1@us.af.mil</a>  Start Date: June 2023</p>
<p>Mr. Bryan Jackson Secretariat HQ AFMC/A1KL 4375 Chidlaw Rd., Rm N208 Wright-Patterson AFB, OH 45433-5006 Phone: DSN XXX-XXXX – COMM 405-397-4158 Email: <a href="mailto:bryan.jackson.2@us.af.mil">bryan.jackson.2@us.af.mil</a></p>	
<p>Ms. Katie Albaugh / Mr. Curtis Hetzel Assistant Secretariat HQ AFMC/A1KL 4375 Chidlaw Rd., Rm N208 Wright-Patterson AFB, OH 45433-5006 Phone: DSN 787-2102 – COMM 937-257-2102 Email: <a href="mailto:catherine.albaugh@us.af.mil">catherine.albaugh@us.af.mil</a> <a href="mailto:curtis.hetzel@us.af.mil">/curtis.hetzel@us.af.mil</a></p>	

**AIR FORCE MATERIEL COMMAND**  
**AFMC/AFGE Partnership Council**  
**AFNWC Mission & Tours**  
**Conference Room – TBD**  
**Kirtland AFB, NM**  
**(All CAs are invited to attend)**  
*Note all times are Mountain Standard Time*

*Tuesday, 19 March 2024*

<u><b>TIME</b></u>	<u><b>TOPIC/PRESENTER(S)</b></u>
0800 – 0830	Opening Remarks – Ms. Lorna Estep (AFMC/CA) & Mr. Troy Tingey (AFGE)
0830 – 0900	Kirtland Local Partnership Update – Mr. Vernon Oliver/Mr. Aaron Herweg
0900 – 0930	Action Items Update – Mr. Bryan Jackson
0930 – 1000	AcqDemo/Lab Demo Updates – Ms. Amanda Stroop
1000 – 1015	Comfort Break
1015 – 1045	Great Power Competition (GPC) Updates – TBD
1045 – 1115	Settlements Update – Ms. Nickie Estes
1115 – 1200	Partnership Council Ends - Action Items/Closing Remarks/Photo – Ms. Lorna Estep/Mr. Troy Tingey
1200 – 1230	Lunch – TBD
<b>Note: Partnership Council Union members will attend mission brief and tour</b>	
1230 – 1330	AFNWC Mission Brief – Mr. Joseph Oder (AFNWC/CA)
1330 – 1345	Comfort Break en Route to Tour Transit – Ms. Yolonda Walker (AFNWC/DSP)
1345 – 1400	Transit to Tour – Ms. Yolonda Walker (AFNWC/DSP)
1400 – 1600	Kirtland Underground Munitions Maintenance and Storage Complex (KUMMSC) Tour – Ms. Yolonda Walker (AFNWC/DSP)
1600 – 1615	Transit to Conference Room – Ms. Yolonda Walker (AFNWC/DSP)
1615 – 1645	Closing Remarks – Ms. Lorna Estep (AFMC/CA)