

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

24 August 2017

Wright-Patterson Air Force Base, Ohio

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 49th meeting on 24 August 2017, at Wright-Patterson Air Force Base (WPAFB), 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. All members were present. Ms. Sheila McCready, Ms. Tuja Stuard, Mr. Jeff Hughett, and Ms. Pamela McGinnis participated as guests.

1. Opening Remarks: Ms. Young and Mr. Tingey welcomed attendees to the PC. Ms. Young welcomed Mr. Jack Blackhurst, AFRL/CA, to the PC and thanked everyone for traveling to participate in the meeting. Mr. Tingey also thanked everyone for participating and welcomed Ms. McCready and Ms. Stuard.

2. Strategic Plan Update: Dr. Thomas Spencer, HQ AFMC/A5/8/9, explained the strategic framework which provides the roadmap for both the Air Force (AF) and Air Force Materiel Command (AFMC). He also touched on the evolution of the core mission. He said that the AF strategic plan is on a pause to make sure the Secretary of the Air Force's priorities and the strategic plan are going in the same direction. He then discussed the criticality of AFMC's support role and connected AFMC goals into the AF's strategic plan. He said some key updates include emphasis placed on "innovative airmen" and developing exceptional leaders, both with focus on our people. Ms. Young said one of Gen Ellen Pawlikowski's biggest concerns with the hiring freeze was that for AFMC, "people are like the flying hours program to the rest of the AF."

Dr. Spencer highlighted Goal 1, which emphasizes people and talked about creating a Human Capital Strategy inclusive with hiring and recruiting initiatives. Ms. Young asked Mr. Tingey if the students graduating from Vocational Technical (Vo-Tech) programs are coming into the workforce prepared to fill vacancies. Mr. Tingey said about as much as possible but prior military personnel are much better prepared. Mr. Carl Dahms, President, AFGE Local 916, stated Vo-Tech schools could not train students on specific weapon systems. Mr. Jeff Allen, AFSC/CA, commented on the great relationship they have with the Vo-Tech programs and said one of the greatest challenges is the competition they have with industry. Mr. Tingey expressed his concern with getting adequate support from the Air Force Personnel Center (AFPC) for expediting the hiring process and losing recruits that end up in industry. Mr. Bill Snodgrass, HQ AFMC/A1, thinks AFPC is engaged on this initiative. AFMC and AFPC are focusing on portions of the hiring process they each control. He thinks we will start seeing improvements in this area in the fall of this year.

Mr. Snodgrass said Dr. Todd Fore, AF/A1, briefed information pertaining to the upcoming Workforce Summit during the Joint National meeting. He said the Workforce Summit working group would focus on some of these issues since there has been a lot of discussion pertaining to civilian hiring. Mr. Blackhurst asked about the potential for taking a "clean sheet" approach during the summit. Ms. Young emphasized that OPM owns much of this process and would have to be included. Mr. Snodgrass said the good news is the senior leader focus on this issue.

3. Local Partnership Council Update – Mr. Jeff Hughett, WPAFB Labor Relations Office, and Ms. Pamela McGinnis, AFGE Local 1138.

Mr. Hughett emphasized the work that Ms. McGinnis and her office have done to get the local PC up to speed. He expressed gratitude to Ms. Rebecca Westlake, 88 ABW/DV, PC co-chair for her work and help in building the relationship among members of the PC. He said the council is now meeting tri-annually and making good strides. He talked about recent accomplishments and attributed them to the improved communication between his office and AFGE Local 1138. Mr. Tingey inquired if anyone had considered conducting a separate PC for AFGE 1138. Mr. Hughett said it is something they could consider. AI 17-08-01: Consider a PC at WPAFB dedicated to AFGE Local 1138. Ms. McGinnis said she would like to see some different options for on-base facilities for AFGE Local 1138. She stated that management keeps considering the same facility for placement of AFGE Local 1138 and feels it is inadequate due to lack of privacy. AI 17-08-02: Review on-base facility for AFGE Local 1138 at WPAFB. Ms. McGinnis reiterated that Ms. Westlake has been helpful with collaborating. Mr. Hughett stated the parties are focusing on the end of Sep 17 to begin Local Supplement negotiations. Mr. Tingey asked if the parties would be using Interest-Based Bargaining for the Local Supplement negotiations. Ms. McGinnis replied, yes.

4. Ancillary Training – Mr. Justin Huthmacher and Mr. Jason Sibrel, HQ AFMC/A1DS

Mr. Huthmacher defined ancillary training and discussed the various buckets with the time requirements associated with these requirements. He highlighted the Total Force Awareness Training (TFAT) courses that are the mandated training which affect most employees. Mr. Huthmacher also discussed the role of the Air Force Learning Committee pertaining to ancillary training. He then reviewed the Secretary of the Air Force memorandum dated 27 Oct 16 and indicated the intent of this correspondence was to reduce ancillary and computer-based training where feasible.

Mr. Sibrel then briefed AI 17-03-02: Clarify the authorization of duty time for employees participating in webinars as part of the two-year associate's degree program. Mr. Sibrel explained when supervisors approve employees may complete mission-related courses on duty time. This is in accordance with AFI 36-815, *Absence and Leave*. Mr. Sibrel also discussed AI 17-03-03: Determine if metrics exist for how many people continue their education once completing their associate's degree. He explained that no metrics exist but provided data correlating to employees with associate's degrees who continue on to get higher-level degrees. Discussion continued around the room relating to the duty time provided to participants in this program. Mr. Snodgrass reminded everyone that this is the first iteration and said we will see how things go as the program matures and address this issue if necessary.

Mr. Tingey inquired about the process used to select participants into this program, asking if there was a quota per center. Mr. Snodgrass explained civilian population and prior college credit are determining factors for quota allocation. He explained that the Eaker Center distributes the quotas but the Career Field Teams select participants as part of Civilian Developmental Education. Mr. Snodgrass promised to share the selection criteria with the PC members. AI 17-08-03: Share criteria with C214 used in selecting participants for the two-Year Associate's Degree Program.

5. Profession of Arms Center of Excellence (PACE) – Mr. Dave Taylor, HQ AFMC/A1R

Mr. Taylor provided an overview of the PACE Mission and highlighted some of the products the PACE has developed. He highlighted the Human Capital Course and discussed some efforts made to incorporate things like "the importance of being a better person and a better co-worker." Mr. Taylor discussed some of the efforts PACE is currently pursuing and the major role AFMC plays to integrate "professionalism" into the civilian workforce. He talked about the Community Action Information Board (CAIB) and Integrated Delivery System (IDS) and their roles in identifying needs of employees.

He then showed a video on Civilian Heritage which highlighted the value civilian employees provide to the Air Force.

6. Alternative Dispute Resolution (ADR) – Ms. Jan Krohn, HQ AFMC/A1KL

Ms. Krohn pointed out that the new Master Labor Agreement allows for ADR as long as both union and management are in mutual agreement to implement locally at the installation level. She emphasized the importance of having mediators available in case of a local surge in ADR use to address Negotiated Grievance Procedure grievances. Mr. Tingey said ADR already exists in the Equal Opportunity program; therefore, he did not see a need for contract support of this initiative since mediators train on site. Ms. Krohn agreed concerning the need for mediator training and said she has been receiving requests for the training. She also stated that some mediators have been able to gain experience by providing mediation support for other federal agencies. Mr. Allen said, “in addition to looking at how to incorporate the program, how to improve the program also needs to be considered.” Ms. Young addressed the need for senior leaders to work with the lead in the case and set the boundaries. Ms. Krohn stated that during all ADR meetings there should be a management employee labor relations representative to ensure that solutions are available. Mr. Snodgrass suggested forming a “Red Team” to think through the ADR process. AI 17-08-04: Establish an ADR Red Team.

Mr. Tingey inquired about the organizational alignment of the ADR program. Ms. Krohn said she could see the program aligned under the Wing Commander. Mr. Snodgrass said the proper alignment of the ADR program is something that needs additional consideration. AI 17-08-05: Determine feasibility of standardizing where the installation ADR office fits into the current organizational structure. Ms. McGinnis asked about who selects the ADR Champions. Ms. Krohn commented, “Union involvement in selecting ADR managers is addressed in AFI 51-1201.”

Mr. Tingey pointed out that it is up to the local unions and management to address this in the Local Supplement Agreement.

7. AFMC Violence Prevention Efforts – Ms. Jennifer Treat, HQ AFMC/A1R

Ms. Treat expressed the goal of AFMC Violence Prevention is to get ahead of any negative issues and prevent violence before it occurs. She talked about the various integrated violence prevention efforts that are in progress and how the AF has adopted a public health approach to Violence Prevention. Ms. Treat shared that the AF hired Violence Prevention integrators at all the installations to assist with these efforts. She also provided some details about the recent AFMC-hosted joint training between Community Support Coordinators, Violence Prevention Integrators and Sexual Assault Response Coordinators. Ms. Treat highlighted community support type meetings conducted through the IDS and CAIB. Mr. Tingey inquired into union participation in community support meetings. Ms. Treat said it depends on the installation. Mr. Kris Borders, President, AFGE Local 1406, discussed that this initiative should involve both military and civilian employees. Mr. Snodgrass pointed out that management welcomes union participation and views their participation positively.

Ms. Treat discussed the AFMC Joint Training and the incorporation of the *Green Dot* mentality, which is really a shift in thinking about how we take care of people. She explained that when others take action this drives prevention and a culture change. She gave kudos to the University of Dayton for bringing their experience into AFMC teams. Ms. Treat highlighted the focus is shifting from “Response to Prevention,” and the goal is to incorporate activities at the installation level to help with this shift and ultimately driving this change across the Air Force.

8. Reasonable Accommodation (RA) – Mr. Keith Tickle and Ms. Molly Fore, HQ AFMC/A1KQ

Mr. Tickle placed emphasis on an employee letting the employer know that an adjustment or change at work is needed relating to a medical condition for an RA to be considered. He went on to explain that the words “reasonable accommodation” do not need to be part of the communication for the employer to have a requirement to take action. Mr. Tickle also explained that the Equal Employment Opportunity Commission (EEOC) has made it clear that “the agency cannot afford a RA” is not an acceptable answer.

Mr. Dahms asked if employees should be initiating the RA process since management sometimes does not want to engage because they believe it is not their responsibility. Mr. Andrew Powell, Executive Assistant, AFGE Council 214, stated that supervisor’s involvement in RA is something worth considering adding to the Memorandum of Agreement (MoA). Mr. Tickle explained this should be an interactive process and supervisors should help ensure employees are aware of the program but emphasized that supervisors are not experts in this area. Mr. Borders said this explains why employees sometimes call and tell him they are getting offers for RA when they never requested accommodation.

Ms. Fore discussed how financial codes are being used to track RA costs and explained the goal is to create a centrally funded account since currently funds are coming from the participating organization. Mr. Allen remarked, considering RA during the hiring process should help reduce costs in the future. Mr. Snodgrass said he is concerned with the message we are sending in tracking costs since the goal is not to tie any costs to an individual employee but to be able to justify funding from a centrally managed account.

9. Government Accounting Office (GAO) Depot Skills Analysis – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons provided a briefing on the GAO Depot Skills Analysis and highlighted portions of the GAO memorandum dated 26 Jun 17. She talked about the critical skill shortages across DoD and emphasized that some Depot jobs could be at risk due to these shortages. Ms. Lyons also discussed plans the AF is putting in place to mitigate the risk. Ms. Young asked if plans are in place for all site visits by the GAO. Ms. Lyons explained that currently only Hill AFB is on the GAO radar and at this time not sure if GAO plans visiting or conducting a telecom to discuss this issue. Mr. Snodgrass expressed that we would like the GAO to visit all the Depots; Ms. Young concurred and said she would prefer an across the board look in lieu of a silo type view. Ms. Lyons mentioned that at least contact or a visit should occur at each Depot. Mr. Allen expressed his concern with how the GAO is determining critical skills. Ms. McCready said she could request the GAO visit the various locations. Ms. Young felt it would be good to have a better representation of our population.

10. Bargaining Unit (BU) Status Update – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw explained that at five AFMC installations Non-Appropriated Funds (NAF) employees will become part of AFGE Council 214 due to a petition filed by the AFGE national union. Ms. Young said this issue needs presenting at an executive session. She will get with Col John Allen in HQ AFMC/DS. AI 17-08-06: Ensure AFGE Council 214 NAF employees is a topic presented at an executive session. Mr. Borders said this should mean the union starts receiving official time to represent NAF employees now. Mr. Tingey said the parties should meet to discuss the way ahead. Mr. David Robertson, AFTC/CA, expressed concern about if the Installation/CCs are aware of this change. Mr. Shaw also explained that Hurlburt Field BUEs are still part of the AFGE C214 bargaining unit since the FLRA ruled circumstances have not reached a level that warranted reconsideration. Ms. Young inquired into the difficulties experienced when employees organizationally aligned to Air Force

Special Operations Command are part of Council 214 for bargaining purposes. Mr. Shaw confirmed this situation creates lots of confusion for our employees and we get a large number of questions on this topic. Mr. Shaw also discussed the similar situation with Kirtland AFB and the BUEs that belong to Air Force Global Strike Command aligned under Council 214 and explained that AFMC is waiting for the FLRA decision on removing these employees from the consolidated bargaining unit. Mr. Borders asked if AFMC would still have employees at Kirtland AFB if the FLRA removes these employees from the consolidated bargaining unit. Mr. Sirron Bailey responded that Local 2263 at Kirtland AFB would still represent employees employed by multiple agencies.

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

Ms. Young expressed her appreciation to Mr. Allen, AFSC/CA, for his participation on the Partnership Council, and welcomed Mr. Blackhurst, AFRL/CA, as the newest member. Mr. Allen discussed the importance of the partnership between both management and labor. He feels the relationship has been beneficial to both parties. Mr. Tingey thanked Mr. Allen for his support over the years and expressed his gratitude for his partnership with the union.

12. Eighty Day End-to-End Hiring Initiative – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons provided insight into some of the issues hampering the progress of the 80-Day End-to-End Hiring Initiative. She discussed some of the issues associated with the current Information Technologies (IT) used to support Human Resources (HR) activities and provided an example of HR specialists spending 45 seconds skimming through resumes in lieu of having an automated process to accomplish the review. She also discussed the hiring freeze and the obvious impact associated with this directive. She also explained that even once we are able to hire a person, obtaining the appropriate Security Clearance is always a challenge.

Mr. Snodgrass added by centralizing many of the HR activities the Air Force is realizing that maybe we made too many cuts. He provided an example of the Defense Logistics Agency where they enjoy a 1 to 76 ratio of HR Specialists to Employees Assigned whereas in the Air Force the same ratio is 1 to 300. He said Dr. Fore from HAF/A1 is working hard to address this issue but anytime there is an increase in the number of civilian positions, there are many hurdles to overcome. Mr. Bailey asked about AFPC kicking back positions before they are posted, because of the inability of the agency to find like duties in the SCPD library. Ms. Lyons responded that this does add time to the process and explained a process already exists for positions that are not found in the SCPD library. Mr. Snodgrass stated that management could communicate with hiring managers to use the core position description for job posting purposes.

Ms. Lyons provided insight into improvements via the Direct Hire Authority (DHA) and Expedited Hiring Authority (EHA) provisions. She also discussed hiring and initiatives pertaining to the onboarding program. Mr. Bailey asked about the possibility of using the finger printing system used for NAF employees. Ms. Lyons explained the responsibility for fingerprinting is transitioning to the Force Support Squadrons and this idea is under consideration. Mr. Borders wanted to know who he should elevate onboarding issues to when they see duplication of effort; Ms. Lyons said to send them to her and she will make sure the appropriate office addresses the issue.

Ms. Lyons highlighted that AFMC is focusing on improving areas within their control and AFPC is focusing on processes they own. Ms. Lyons added that AFMC is speaking with Global Strike Command on the ability to use a SharePoint site to expedite onboarding.

13. Direct Hire Authority/Expedited Hiring Authority Update, Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons provided an update on the DHA and EHA initiatives. She discussed language in the 2017 National Defense Authorization Act and the Office of Personnel Management directives that offer 14 distinct hiring authorities. She expressed the goal is to get hiring down to 40 days through the use of these expedited hiring measures. Ms. Lyons explained that these authorities are not appropriate for internal hiring but designed for vacancies where we know we cannot fill internally due to the requirements. She also explained that Center Directors of Personnel have the authority to approve exceptions. Ms. McCready said even when using these authorities, merit principles still need following. Ms. Lyons talked about the AFMC Way Ahead and maximizing the use of these authorities when possible.

14. Mental Health & Suicide Prevention – Ms. Judi Holl, HQ AFMC/SGPO

Ms. Holl provided an update on Mental Wellness and Suicide Prevention efforts. She discussed the *Spectrum of Care* and the key roles that leaders play in helping to ensure the wellness of our workforce. She provided data pertaining to suicides across the Command and provided a summary of correlating risk factors associated with each suicide. This data also included lacking protective factors and highlighted how better understanding both risk and protective factors can help focus prevention efforts. Ms. Young talked about when reviewing information pertaining to suicides they look at how employees go from healthy to suicide. Ms. Holl talked about gathering information pertaining each suicide and explained the difficulty associated with gaining information pertaining to civilian suicides due to limited access to medical records. Ms. McGinnis commented about a recent call from the Office of Special Investigations asking for information pertaining to workplace stress. Mr. Dahms asked about the possibility of educating supervisors on suicide prevention, focusing on work-induced stress. Ms. Young discussed the review process for all suicides and indicated that work related stress is one of the factors considered during the review process. She also pointed that the information gained from the reviews is what helps target content of prevention programs.

15. Phased Retirement – Ms. Candy Lohner, HQ AFMC/A1KL

Ms. Lohner described Phased Retirement as a human resources tool to retain employees who would have fully retired but who are willing to continue in federal service and agree to provide mentorship. She explained for a person to take advantage of Phased Retirement it needs to be a mutual agreement between the skills needs of the organization and the desires of the employee. She went on to discuss the eligibility requirements and the program terms. Mr. Snodgrass said a key “take away” pertains to the myth that this program is for everyone and highlighted there must be a mentoring need and mutual agreement. Mr. Tingey asked if the employee is still a bargaining unit member when in this program. Mr. Shaw replied yes the employee is still a bargaining unit member.

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

Mr. Shaw recommended AI 16-11-10 for closure. Mr. Tingey visited Ms. Watern, AFLCMC/CA, and other AFLCMC leaders to discuss issues that affect union employees. Mr. Shaw recommended closing AI 17-03-01 since AF mandated bases conduct a Risk Assessment and make determinations locally if

the mission can support a single set of PPE. He also recommended closing AI 17-03-02 since A1K provides quarterly IOI updates to PC members. Mr. Shaw recommended closing AI 17-03-03 and AI 17-03-04 regarding the Two Year Associates Degree Program since this information was included in the subject briefing earlier in the day. Everyone agreed to leave AI 17-03-05 open since OPM has yet to publish rules pertaining to the use of administrative leave. AI 17-03-06 closed since the AFMC working group is reviewing processes and procedures for on boarding. Mr. Shaw recommended closing AI 17-03-07 since the lifting of the hiring freeze on AFMC saw minimal impact. He also recommended closing AI 17-03-08, due to implementation of DPMAP on June 1 and the completion of training updates.

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

Mr. Tingey said he still has a concern with employees having a problem with getting allotments started or stopped pertaining to paying union dues. AI 17-08-07: Review current In/Out Processing Checklists to determine if BUE's have a mandatory requirement to visit Finance to start/stop union dues collection. Mr. Tingey expressed that staffing at the Child Care Centers needs addressing, as employees do not even have time to take breaks. AI 17-08-08: Review manpower requirements determination at CDCs. Mr. Powell inquired into the status of AFI 31-122. Discussion around the room on changes to fitness test requirements for civilian security forces personnel. AI 17-08-09: Provide status update to Council 214 on AFI 31-122, *Civilian Police/Security Guard Program*. Mr. Bailey wanted to know what could be done to increase email inbox sizes for BUE's, feels he is still having issues with his inbox being filled quickly. AI 17-08-10: Review requirements for determining email inbox size. Mr. Bailey also expressed concerns pertaining to the limited amount of characters available for journal entries in the DPMAP system. AI 17-08-11: Address 800 character limitation for entering data into DPMAP system "journal" field. Mr. Dahms said he doesn't feel DPMAP implementation procedures have been fully addressed and thinks supervisors are not adequately involving employees. Mr. Snodgrass said this is something we agreed to during negotiations and we need to make sure we address their concerns. AI 17-08-12: Review DPMAP implementation. Mr. Dahms said he has concerns with employees having to re-accomplish testing requirements when they have recently completed similar testing. Discussion between PC members pertaining to when employees have to retake drug tests and testing not re-accomplished just because someone moves to a different position. AI 17-08-13: Publicize policy letter on employees moving to a different position and having to repeat the testing requirement. Several PC members wanted to make sure they had the URL information for accessing the Civilian Heritage video. AI 17-08-14: Provide URL information to PC Members for access to the Civilian Heritage Video.

Mr. Shaw identified 31 Oct – 1 Nov as the dates for the next PC meeting at Arnold AFB, TN. Ms. Young stated she is looking forward to going to Arnold AFB for the next PC. She also said she appreciated all the efforts that go into these meetings and feel they are time well spent.

Mr. Tingey concluded by thanking everyone who was responsible for making the Joint National meeting and the PC a success. Mr. Tingey said both he and Mr. J. David Cox, AFGE National President, appreciated the day and thought it was very successful.

Minutes Approved By:


PATRICIA M. YOUNG
Executive Director


TROY TINGEY
President, AFGE Council 214

Action Items from Previous PC's				
AI#	Description	OPR		Status
16-11-10	AFLCMC leadership and Mr. Tingey conduct brown bag luncheon to help expand understanding of Pre-decisional Involvement.	AFLCMC/CA		CLOSED
17-03-01	Determine if the process for streamlining the Personal Protective Equipment requirements for Hill AFB Firefighters should become a best practice and considered for use across the Command.	AFMC/A1K		CLOSED
17-03-02	Insure members of the PC receive information copies of the HQ AFMC/A4 Multitrades Demonstration Project quarterly update IOI when it is provided to AFMC/CC.	AFMC/A4		CLOSED
17-03-03	Clarify if duty time is authorized for employees participating in webinars as part of the 2-year associate's degree program.	AFMC/A1D		CLOSED
17-03-04	Determine if metrics exist for how many people continue their education once completing their CCAF or 2 year associates degree.	AFMC/A1D		CLOSED
17-03-05	Provide an update on the impact the NDAA has on admin leave status codes.	AFMC/A1K		OPEN
17-03-06	Review procedures for on-boarding to determine if duplication can be eliminated (e.g. drug testing, physicals, etc.)	AFMC/A1K		CLOSED
17-03-07	Provide an update on the hiring freeze to include the end date and the way ahead.	AFMC/A1K		CLOSED
17-03-08	Establish tracking measure and process for providing updates on DPMAP training completion.	AFMC/A1K		CLOSED
"New" Action Items from WPAFB 24 August 2017				
17-08-01	Consider a PC at WPAFB dedicated to AFGE.	AFMC/A1KL		
17-08-02	Review on-base facility for AFGE Local 1138 at WPAFB.	AFMC/A1KL		
17-08-03	Share Criteria with C214 used to make selections for 2 Year Associate Degree Program.	AFMC/A1D		
17-08-04	Establish an ADR Red Team.	AFMC/A1		
17-08-05	Determine Feasibility of Standardizing where Installation ADR office will be organizationally aligned.	AFMC/A1K		
17-08-06	Ensure NAF employees becoming part of AFGE Council 214 is a topic presented at executive session.	AFMC/A1K		
17-08-07	Review current In/Out Processing Checklists to determine if BUE's have a mandatory requirement to visit Finance to start/stop union dues collection.	AFMC/A1KL		
17-08-08	Review manpower requirements determination at CDC's.	AFMC/A1M		
17-08-09	Provide status update to C214 on AFI 31-122, Civilian Police/Security Guard Program.	AFMC/A1KL		
17-08-10	Review requirements for determining email inbox size requirements.	AFMC/A1KL		
17-08-11	Address 8000 character limitation for entering data into DPMAP system "Journal" field.	AFMC/A1KL		
17-08-12	Review DPMAP Implementation	AFMC/A1KL		
17-08-13	Publicize policy letter on employees moving to a different position and having to repeat "testing" requirement.	AFMC/A1KK		

17-08-14	Provide URL information to PC Members for access to Civilian Heritage Video	AFMC/A1KL		
New" Action Items from Joint Ntl Meeting WPAFB 23 August 2017				
JN17-01	Get details on EO - assessing and strengthening the manufacturing Defense Industrial Base & Supply Chain Resiliency.	AFMC/EN		
JN17-02	Provide data showing the number of probationary terminations during the new two year probationary period (1st year vs. 2nd year)	AFMC/A1KL		
JN17-03	Provide a breakdown of the 68% of AcqDemo employees who received a salary increase by grade and series	AFMC/A1K		

*AIR FORCE MATERIEL COMMAND
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214
PARTNERSHIP COUNCIL MEETING
24 August 2017*

BUILDING 262, AIR DEPOT ROOM – WRIGHT-PATTERSON AFB, OH

THURSDAY, 24 AUG 2017

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0715	<i>Surrey-Pick-up at Country Inn and Suites</i>
0730 - 0800	<i>Continental Breakfast</i>
0800 - 0815	<i>Welcome/Opening - Administrative Remarks/Agenda Review (Mr. Randy Shaw, HQ AFMC/AIKL - Ms. Patricia Young, HQ AFMC/CA - Mr. Troy Tingey, President AFGEC-214)</i>
0815 - 0845	<i>Strategic Plan Update (Dr. Thomas Spencer, HQ AFMC/A5/8/9)</i>
0845 - 0900	<i>Local Partnership Council Update (Ms. Pamela McGinnis, President, AFGEC Local 1138, & Mr. Jeff Hughton, 88 FSS/FSMCZL)</i>
0900 - 0915	<i>Ancillary Training (Mr. Justin Huthmacher, HQ AFMC/AIDS)</i>
0915 - 0945	<i>Profession of Arms Center of Excellence (PACE) (Mr. Dave Taylor, HQ AFMC/AIR)</i>
0945 - 1000	<i>Break</i>
1000 - 1015	<i>Alternative Dispute Resolution (Ms. Jan Krohn, HQ AFMC/AIKL)</i>
1015 - 1045	<i>AFMC Violence Prevention Efforts (Ms. Jennifer Treat, HQ AFMC/AIR)</i>
1045 - 1100	<i>Reasonable Accommodation (Mr. Keith Tickle and Ms. Molly Fore, HQ AFMC/AIKQ)</i>
1100 - 1130	<i>GAO Depot Skills Analysis (Ms. Tammy Lyons, HQ AFMC/AIK)</i>
1130 - 1145	<i>Recognition of Partnership Council Members</i>
1145 - 1200	<i>Group Photo (Area A, Bldg. 262)</i>
1200 - 1300	<i>Lunch Catered In</i>
1300 - 1345	<i>80 Day End-to-End Hiring Initiative (Ms. Tammy Lyons, HQ AFMC/AIK)</i>
1345 - 1415	<i>Depot / Test Direct Hire Authority (Ms. Tammy Lyons, HQ AFMC/AIK)</i>
1415 - 1430	<i>Mental Wellness / Suicide Prevention Update (LtCol Ellen Wirtz, HQ AFMC/SGO)</i>
1430 - 1445	<i>Break</i>
1445 - 1500	<i>Phased Retirement (Ms. Candy Lohner, HQ AFMC/AIKL)</i>
1500 - 1515	<i>Bargaining Union Status (Mr. Randy Shaw, HQ AFMC/AIKL)</i>
1515 - 1530	<i>Open Discussion (All PC Members)</i>
1530 - 1600	<i>Wrap Up - Action Item Review / New Action Items (Mr. Randy Shaw, HQ AFMC/AIKL)</i>

PARTNERSHIP COUNCIL MEMBERS (As of: Aug 2017)

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: Cynthia Reynolds 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. Jimmie Norton (Ty) Secretary-Treasurer, AFGE Council 214 PO Box 1476 Choctaw, OK 73020 Union Phone: 405-733-3851 Cell: 405-206-4511 Email: nortonj@afge916.org Start Date: Aug 2013</p>
<p>Mr. Jeffrey Allen AFSC/CA DUTY TITLE: Executive Director, AFSC 3001 Staff Drive, Bldg3001 Tinker AFB OK 73145 Phone: DSN 339-2202 - COMM 405-739-2202 Email: jeffrey.allen.1@us.af.mil Secretary: Audrey Tilley Start Date: Jun 2014</p>	<p>Carl Dahms President, AFGE Local 916 7125 South Air Depot Oklahoma City, OK 73135 Phone: DSN 884-5139 Email: dahmsc@afge916.org Start Date: Dec 2016</p>
<p>Ms. Kathy Watern AFLCMC/CA DUTY TITLE: Executive Director, AFLCMC 7981 Georgia St., Bldg 1102 Rim 100 Wright-Patterson AFB OH 45433 Phone: DSN 785-3229 - COMM 312-255-3229 Email: kathy.watern@us.af.mil Secretary: Maria Radesky Start Date: May 2016</p>	<p>Mr. Sirron Bailey President, AFGE Local 2263 P.O. Box 5477 Albuquerque, NM 87185 Phone: DSN 246-4353 Email: sirron.bailey.1@us.af.mil Start Date: Nov 2016</p>
<p>Mr. David Robertson AFTC/CA DUTY TITLE: Executive Director, AFTC 26 Electronic Parkway Edwards AFB, CA 93524 Phone: DSN 527- 4436 - COMM 661-277-4436 Email: david.robertson@us.af.mil Secretary: 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: bordersafge@gmail.com Start Date: Jan 2016</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>Mr. Andrew Powell Executive Assistant, AFGE Council 214 4375 Chidlaw Rd. Wright-Patterson AFB, OH 45433-5006 Phone: DSN 787-1520- COMM 937-257-1520 Email: andrew.powell.13@us.af.mil <u>Start Date: Aug 2017</u></p>
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