

**AFMC/AFGE COUNCIL 214 PARTNERSHIP COUNCIL MEETING MINUTES**  
**10-11 April 2008**  
**EDWARDS AIR FORCE BASE**

The AFMC/AFGE Council 214 Partnership Council (PC) conducted its 25th meeting on 10-11 April 2008. The meeting was hosted by the Air Force Flight Test Center (AFFTC), Edwards, California. A copy of the agenda, along with a list of the attendees and action items is attached.

*1. Opening Remarks/Acknowledgements – Co-Chairs Westgate/Blanch*

Members assembled in the Club Muroc for an informal continental breakfast at 0730 hours. Co-Chairs Westgate and Blanch convened the formal meeting at 0800. They welcomed the PC members and guests and thanked the Edwards staff for hosting the meeting. Member Sciabica was unable to attend.

*2. Welcome – Col Dave Miller, AFFTC Vice Commander*

Col Miller showed a video and slide presentation describing the Edwards mission. Edwards AFB has a population of about 13k, including military, dependents, civilians, contractors, NASA, AFRL and associate units.

*3. Summary Review of Action Items (AI) – Alt Secretariat Ritze*

A status was provided on the AIs. Some AIs were agenda topics for the meeting. Decisions were made to close several AIs; others remained open. The attached composite list provides further clarification regarding the status of each AI. Below are some key highlights noted during the discussion:

a) AI 07-03-03 “Identify issues on WASC survey still in contention.” This action item was closed, but a new action item was opened. A1ZL will schedule a meeting for Co-Chair Blanch and Mr. Robinson to meet with the new Surgeon General, BG Hersack and LtCol Leitnaker for the next time Mr. Blanch visits WPAFB. The meeting will be to address several issues; survey questionnaire, the CAIB, the WASC and other communication issues.

b) AI’s 07-03-04/06 all deal with Enterprise Staffing Solution (ESS). The Co-Chairs asked to have AFPC or AF/A1 provide a briefing at the next PC meeting. Should something happen prior to the next PC meeting, the council agreed to meet via VTC to learn about and discuss the approved staffing bundle.

c) AI’s 07-03-08/11 all deal with VPP. A1ZL will contact Mr. Dave Brucker to obtain additional information on these items and provide an update to the PC. On action item 07-03-11, Mr. Brucker will be asked to send a note to Col Wiseman to ensure the recommended change to include “union” on the DoD VPP card is processed.

d) AI’s 07-03-15/16 concern ADR. AI 07-03-15 was closed but another action item was opened, tasking A1ZL to provide a letter to be endorse by the AFMC/CC and the AFGE C214 President, reiterating the importance of the Command ADR Program. The letter will be prepared and provided to the PC Co-Chairs by 16 April 08.

*4. Edwards PC Update - Mr. Tom Stevens, former AFFTC LRO and Terry Ayres, President, AFGE Local 1406*

Mr. Stevens and Member Ayres showed a video showcasing an important PC initiative, making computer kiosks available to the wage grade workforce. They advised that the servicing of the kiosks is provided by the organization. Some of the kiosks have telephones with a direct link to a help desk. Member Ayres advised that computer access through the kiosks does not require the user to have a “.mil” email address. The PC meets at least once a quarter and as needed. Their operating principles dictate that they will resolve things at the lowest level possible and only elevate when necessary. They have subordinate PC’s at the group and squadron levels and ensure they have the right people available to resolve the issues.

*5. “Red Team” Labor/Management Staff Assistance Visit - Co-Chair Blanch*

Mr. Blanch suggested that we need to establish a “tiger team” to go out to the centers to let them know what MOA’s mean so we have consistent interpretation and application. We have several MOA’s that hit the street and caused confusion, i.e. fitness, goal days, safety shoes, ADR, smoking, etc. Dr. Butler suggested we develop a matrix outlining the issues charted against local compliance. A1ZL will take on the action to build the framework and work on the most universal issues creating problems, possibly starting with ADR. Dr. Butler suggested to the group to keep in mind that we don’t want to stifle innovation with too much standardization.

*6. Telework Kick Start, Mr. Tom Robinson - AFGE C214 Executive Assistant*

Telecommuting is a good alternative, but underutilized according to Mr. Robinson. He advised that private sector employers offer this and that we are falling behind in utilizing the program. It was suggested that we need to have a method of measurement and an exit strategy because this will be adding another item to an already overloaded first-line supervisor. A1ZL will work with AFGE C214 to resolve this issue and provide an update at the next PC.

*7. Traffic Safety - Mr. Tom Robinson - AFGE C214 Executive Assistant*

Mr. Robinson advised that situations arose at Eglin and Edwards AFB’s that caused the commanders at both bases to implement a “zero tolerance policy.” The union questioned why all bases can’t have the same policy. In addition, it was suggested that there should be clear public awareness of penalties. The recourse for employees is limited and does not provide relief. Employees could file grievances, but by the time the grievance is heard, the driving suspension has already been served. A1ZL will obtain more information on the magistrate’s court program before moving forward on this issue.

*8. Surveys - Co-Chair Blanch*

Co-Chair. Blanch voiced frustration on behalf of the bargaining unit regarding the number of surveys sent out to employees. He suggested billing the surveying organization. Co-Chair Blanch brought up the ECSS survey and asked what the survey results would be used for. Co-Chair Westgate said that A1ZL needs to collect more information on the intent of the survey from Grover Dunn, AF/A4I.

*9. Base Tour*

The PC went on a tour of the base, hosted by Col Bunch, 412 TW/CC.

*10. Incoming/Outgoing Member Recognition – Co-Chairs Westgate and Blanch*

The Co-Chairs thanked the Edwards team for all of their hard work supporting the 2-day Council meeting. Presentations of certificates were made to the new members, Dr. Steve Butler, Mr. Francisco Smalls, and Mr. Randy Brown. The Council said farewell to Member Cazel, who will be retiring in May. Member Cazel had very kind words to say to the Council members and praised the partnership process. We also said goodbye to Member Clark who was rotated out. Member Clark also expressed his gratitude to the members. The outgoing members received glass etch award.

*11. Electronic Union Correspondence, Mr. Tom Robinson - AFGE C214 Executive Assistant*

Mr. Robinson advised that this issue was originally briefed to the PC in April 06 and resulted in the charter of an IPT. In August 07, the PC was briefed again and provided a draft of the Electronic Communications pamphlet. Significant concerns were raised by the labor relations officers (LROs) after reviewing the pamphlet. Mr. Robinson revised the pamphlet and added a questions and answers section. He would like to reach final coordination by May 08. It was suggested that a paragraph be added outlining order and discipline, ensuring that it is known that disruptive behavior is not acceptable and will not be tolerated. An email message from the Robins union president to his stewards recently made it up to AF relatively quickly. The tone was interpreted as a “call to arms” or “raise hell” message. While the message was intended for union stewards, there was nothing in the message indicating that it was a communication between union officials and not to be disseminated further. Mr. Robinson advised that the use of email is a privilege and if abused, it will be turned off. The subjects must be of benefit to the BUE’s. He indicated that we could possibly hold a VTC to educate folks on the process. By Sept 08, C214 would like to be in a position to provide an introductory email to BUE’s explaining this new mode of communication. We also may be able to address this in Article 9 of the MLA during negotiations by adding email as a mode of communication.

*12. NDAA Impact on NSPS, Mr. Tom Robinson - AFGE C214 Executive Assistant*

Mr. Blanch advised that there is a great deal of misinformation out there on NSPS. His interpretation of the NDAA language is that GS may go under pay banding only, not NSPS. He said that if pay for performance is added and we have language in our MLA, the MLA language will prevail and his BUE’s will not go into pay banding. The group had extensive discussion about the NSPS BUS code review and subsequent changes/corrections to codes.

*13. NDAA Workplace/Depot Issues, Mr. Tom Robinson - AFGE C214 Executive Assistant*

Mr. Robinson advised that there were significant changes to the A-76 process.

Employees/unions will be consulted at least monthly on A-76 performance work statements and labor views will be considered. Privatization of 10 or more employees requires a “mini A-76” which is an abbreviated form of competition.

There’s a long history of multi-skilling in AFMC and the primary stumbling block has always been pay. The NDAA language allows for each service set up one depot for multi-skilling. This limitation will cause a lot of discontent at the other two ALC’s. Co-Chair Blanch questioned whether AFMC has been advised by AF that they were selected for a pilot site. He does not want anything to happen until something comes down from AF. A1ZL will get with A4 to find out status.

*14. Tabletop Discussion*

*a. MLA Way Ahead – Co-Chair Blanch*

Management opened the MLA based on the Enterprise Staffing Solution (ESS) and since a package has not been selected, it is premature to go to the table. They have an article from the Federal Times that indicated the system will take up to 7 years to implement DoD-wide. The union is ready to go to the table and would like to do some clean up of the MLA, but there aren't any show stoppers. Co-Chair Westgate advised that the management lead negotiator will likely be Mr. John Over, OC-ALC/CA. Mr. Shaw advised that management wants to address Article's 12-Merit Promotion, 15-Employee Performance, and 23-Annual Leave,.

*b. VPP Update – Secretariat Shaw*

Mr. Shaw advised that Col Huffman has moved on and Col Cunningham is now in the position and is very interested in having the union involved. We currently have three bases moving to star status, Tinker, Wright-Patt and Hanscom. Mock audits are being held at Tinker this week, at Robins 30 Apr – 2 May. VPP SAV was held at Wright-Patt 17-21 Mar. The VPP memo sent out by HQ AFMC/SE 10 Mar outlined ROEs for VPP spending.

*c. Joint National Meeting – Secretariat Shaw*

A1ZL to find out when CC and Mr. Gage are available in the July/August timeframe.

*15. Review of AIs/Membership Rotation/Planning for Next Meeting – Alt Secretariat Ritze*

A status was given on the AIs. 14 AIs were closed, 12 remained open and 18 new AIs were taken, for a total of 30 open AIs. The next PC meeting will be held in July or August at Wright-Patterson AFB in conjunction with the Joint National Meeting. The meeting after that will be October or November at Robins AFB. The meeting adjourned at 1045.

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BARBARA A. WESTGATE                      Date  
Executive Director  
HQ AFMC/CA

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SCOTT BLANCH                              Date  
President  
AFGE Council 214

Attachments:

1. Agenda
2. List of Attendees
3. Action Item Summary