

# HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

27 – 28 February 2018

## Eglin Air Force Base, Florida

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 50th meeting on 27-28 February 2018, at Eglin Air Force Base, FL. 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 with the exception of Mr. Jimmie Norton, Secretary-Treasurer, AFGE Council 214. Ms. Tammy Lyons, HQ AFMC/A1K, and Ms. Karilyn Graham, Eglin AFB Labor Relations Specialist, participated as guests.

### 1. Mission Brief - Brig Gen Evan Dertien, 96 TW/CC

Gen Dertien gave a brief history of Eglin AFB and provided an overview of the mission. The group watched a video that highlighted the mission of some of the various organizations located at Eglin AFB. Gen Dertien also talked about the demographics of Eglin AFB's 9,000 employees, which are comprised of close to equal thirds of military, civilian, and contractor personnel. He also discussed the importance of the community partnership and of the civilian workforce. He welcomed everyone to Eglin before turning the meeting over to the co-chairs for opening remarks.

### 2. Opening Remarks - Ms. Young and Mr. Tingey welcomed attendees to the PC.

Ms. Young thanked everyone for attending and supporting the PC especially in light of everything currently going on. She expressed the importance of open communication and addressing important topics in this forum to prevent them from becoming major issues. Mr. Tingey also thanked everyone for participating and highlighted the importance of being able to present information to leadership to help them understand the issues going on at the "ground level." Mr. Randy Shaw, HQ AFMC/A1KL, welcomed Mr. Kevin Stamey, AFSC/CA, as our newest member to the PC. He introduced Ms. Lyons as a guest attendee who would be discussing and presenting several topics throughout the day.

### 3. Wingman Days Update and Discussion - Ms. Jennifer Treat, HQ AFMC/A1R

Ms. Treat started her briefing by explaining the intent of Wingman Days. She said AFMC has placed a lot of emphasis on resilience. She discussed the connection of resilience to the 2012 Comprehensive Airman Fitness and stated that twice a year we take pause for Wingman Days. She also talked about the responsibility for implementing the activities associated with Wingman Days pushed down to the organizational level. Ms. Treat provided a recap on the various themes incorporated since 2014 and relayed the 2018 focus is connecting people to the organization.

Mr. Tingey said from his perspective two types of Wingman Days exist. General Schedule employees participate in some type of activity like bowling, and Wage Grade employees participate in a paper signing drill where employees sign acknowledging they accomplished whatever was required for Wingman Days.

Ms. Young asked if we track Wingman Days activities, who participated, etc. Ms. Treat explained tracking participation is at the organizational level. Mr. Robertson talked about challenges tracking these activities in some organizations due to how spread out organizations are geographically. Mr. Sirron Bailey, AFGE Local 2263 President, asked if the Command tracked this information as

well. Ms. Treat confirmed that AFMC is tracking completion rates at the MAJCOM level and expressed concern with a “check the box” type activity. Mr. Stamey expressed concern with the key message not connecting with employees. He said we do still have a problem with sexual assault and suicide but that message does not reach employees. Mr. Carl Dahms, AFGE Local 916 President, feels that the “team building” piece has been lost with Wage Grade employees. He believes the GS employees get the full spectrum from Wingman Days, but the Wage Grade employees only get the associated mandated training. Ms. Kathy Watern, AFLCMC/CA, expressed that it is hard to measure the “Wingman Concept” but believes it is important. Mr. Bill Snodgrass, HQ AFMC/A1, said it is apparent that we are receiving feedback from leadership but not the employees and feels it is important we capture employee feedback. AI 18-02-01: Determine what is happening in the Maintenance Community relevant to Wingman Days. Ms. Young agrees with Mr. Dahms surrounding the team building concept and expressed like concern with employees in the maintenance community not receiving the intended message. Mr. Dahms suggested asking employees what occurred during Wingman Days rather than yes/no for participation.

Mr. Bailey expressed concern with Security Forces personnel reaching out for help, but risk losing their security clearance if they contact someone for help. Mr. Snodgrass said if our AFMC employees are seeking help and receiving backlash from requesting help, he would appreciate Mr. Bailey providing the specific information so we can check into it. Mr. Bailey said employees are considered “dirt bags” if they seek help. Ms. Treat explained one of the benefits of utilizing the Employee Assistance Program (EAP) is the lack of reach-back capability because any help you receive is between the EAP Program and the employee, the employer does not receive feedback.

#### 4. Two-Year Associate’s Degree Program – Mr. Jason Sibrel, HQ AFMC/A1DS

Mr. Sibrel reviewed the process used to select participants into this program. He explained the purpose of Civilian Developmental Education (CDE) and provided a snapshot of the different opportunities that fall under the CDE umbrella. He then shared the timeline for participating in CDE and competing for 2019 quotas. Mr. Sibrel also shared the criteria used to select participants in these programs. Mr. Tingey inquired about the necessity pertaining to endorsements. Ms. Young explained that due to the large number of applicants, it is necessary to ensure the best applicants move forward since AFMC competes against other Commands for quotas.

Mr. Stamey shared that he led a Development Team (DT) for technicians, and explained this was the first DT for technicians. He expressed concern that only a couple employees submitted applications and feels there is a “disconnect” for getting the message out to the employees. Ms. Young provided “it is also about a culture change” and until the word starts spreading from employees that have completed the program, we will face these participation challenges. She expressed the importance of employees seeing the value of these programs and sharing the information with others in the organization. Mr. Stamey commented about the lack of these programs for lower graded employees and the need to improve this issue. He mentioned the Enhanced Education for Electronic Engineering Technicians (4ET) program and recommended briefing it at the next PC. AI 18-02-02: Brief the Enhanced Education for 4ET program at a future PC. Ms. Young emphasized the importance of being able to compete with industry for these technicians by having programs in place to help them grow and for recruiting purposes. Mr. Dahms expressed his concern with the impact of things like hiring freezes, pay freezes, government shutdowns, etc., that the public hear about and the perceptions when trying to recruit and maintain technician talent.

Mr. Sibrel said the Air Force is looking at additional programs for technicians as well and explained that this Associate’s Degree Program is a starting point. He then highlighted that the employees

selected to participate in the 2018 Associate's Degree Program started this week. He provided an overview of the 2018 academic year results, which included 58% of the participants being AFMC employees. Mr. Snodgrass explained that last year our employees had very little notice and emphasized it is very important to get the word out this year. Mr. Dahms inquired as to the reason for low participation rates for employees in Wage Grades 1 to 9. Mr. Tingey indicated that he feels these employees are not getting the message. Discussion around the room ensued surrounding the message getting lost pertaining to the 2-Year Associate's Degree Program with CDE advertising being accomplished in a "robo" email. AI 18-02-03: Advertise the 2-Year Associate's Program in a manner that extracts it from the overall CDE Program. (Targeting marketing to the FWS workforce to ensure the message is getting to the appropriate audience). Ms. Young also said it would be valuable to collect feedback on the CDE application process as well; she is concerned if the application process is too difficult we will turn people away from applying in the first place. AI 18-02-04: Receive customer feedback on the 2-year Associate's Degree Program application process. Mr. Jack Blackhurst, AFRL/CA, reiterated that he believes personal testimony will provide the best marketing for this program. Mr. Snodgrass expressed management's need to inform supervisors that employees are allowed to apply to participate in the 2-Year Associate's Degree Program.

#### 5. Email and Expansion via Cloud Computing – Ms. Pam Schartner, HQ AFMC/A6IX

Ms. Schartner provided an overview of the direction the Air Force and AFMC is going relative to email and use of the cloud. She explained DOD's version of Microsoft Office and said the initial focus is on expanding email capabilities and storage in the cloud. She also explained when future changes involve new programs and updates, our information systems should not have the delays due to the large amount of updates all at one time. Mr. Stamey asked if the cloud storage system could store Personally Identification Information (PII). Ms. Schartner stated the Air Force owns this new system and no other entity has access to it, therefore approved for storing PII information on it. She compared current to future capabilities and highlighted users will go from a 100-megabyte inbox to a 100-gigabyte inbox. She also stated that VPN works much better and increases the ability for employees to telework, and since Air Force owns the system, SharePoint will be available enterprise wide. Discussion continued around the room pertaining to interconnectivity of the old system and the new. Ms. Schartner provided an update on the migration schedule and a link on the "Questions" slide of her presentation of schedule updates.

#### 6. Manpower Requirements – Child Development Centers, Ms. Donna McMannes, HQ AFMC/A1M

Ms. McMannes reviewed the manpower requirements process for Child Development Centers (CDC). She explained the cost per space models and uses the example, "infants need more space than older children." She also said the number of children enrolled drive requirements, not how many parents need to use the childcare facility. She explained the ratio of employees was one Appropriated Funds (APF) employee for every three Non-appropriated Funds (NAF) employee. She shared that AFMC has 290 APF authorizations; 271 funded, the other 19 are unfunded and 650 NAF employees. She also explained that AFMC currently has 29 vacancies of the funded positions across the Command. She then shared some mitigation strategies AFMC uses to ensure appropriate workload is covered. Mr. Dahms inquired into, and Ms. McMannes confirmed these are 29 vacant AFMC authorizations. Mr. Tingey then asked what policy requires a 1-4 APF vs NAF when filling childcare positions. AI 18-02-05: Provide the policy that governs the requirement for a 1-4 ratio of APF employees to NAF employees in CDCs.

Mr. Tingey expressed his concern with CDC employees, especially at Hill AFB, having adequate time to take breaks. Mr. Snodgrass said some good news is due to a last minute budget submission; AFMC

is receiving additional 19 funded positions, and three of these are at Hill AFB. Ms. Lyons reminded everyone before we can start filling positions we must wait for hiring authority and DCPAS guidance. Mr. Dahms asked about the distribution of positions across AFMC. AI 18-02-06: Provide an allocation snapshot across the MAJCOM on the newly acquired CDC positions. Mr. Stamey asked if adequate space and sufficient numbers of enrolled children is what causes a delay in filling positions. Ms. McMannes commented even if you have adequate space and children enrolled, funding is still an issue. AI 18-02-07: Provide the process as to how to acquire CDC providers if you have adequate numbers of children enrolled and the physical space available to house children/providers.

#### 7. Defense Performance Management and Appraisal Program - Ms. Jan Krohn, HQ AFMC/A1KL

Ms. Krohn provided an overview of the 2017–2018 Defense Performance Management and Appraisal Program (DPMAP) performance cycle events. She explained that in the My Journal tab in DPMAP, we have no control over the size limitations and there is no plan to expand the number of characters. She also provided the option of preparing a word document as a means to document performance throughout the rating cycle and adhering to the Master Labor Agreement (MLA). Mr. Kris Borders, AFGE Local 1406 President, asked if it was possible for a second journal tab be available for an employee to use. AI 18-02-08: Determine if the system capability exists for an additional journal be available to employees to make additional journal entries.

Ms. Krohn then discussed the removal of the assessment tab, the work around provided, and commented that she expected the tab to be available again soon. She also expects to distribute DPMAP award guidance to the field soon, since she recently received Air Force guidance. Mr. Tingey inquired into what additional guidance needs distributed. Ms. Krohn explained that AFMC distributes guidance to the offices responsible for administering the program. Ms. Young asked Mr. Tingey if he thought employees were getting DPMAP information. Mr. Tingey stated yes, he thought employees were getting the information, he was just curious about the need for additional guidance. Ms. Lyons clarified that her office provides guidance to the Human Resource community to ensure the process is clear for administering DPMAP.

Mr. Andrew Powell, AFGE Council 214 Executive Assistant, said he had received an email indicating his performance plan had not been initiated or concurred. Mr. Powell stated that the email contained the information for a large number of employees in the 88th Medical Group at WPAFB that had not received their performance plans as well. Mr. Powell inquired as to the number of personnel in AFMC that had not received a performance plan to date. Ms. Krohn explained AFMC advised managers to complete hard copy performance plans and complete the meetings with employees as required. Some organizations did not enter the information into the DPMAP system right away, and therefore the system indicates the performance plans are not current even though the mandatory requirement was complete. She also reiterated a performance plan not complete before 1 Jan 18 would need to ~~to~~ meet additional provisions. Mr. Dahms indicated that employees signed performance plans to meet a deadline, but the plans were not necessarily complete at the time. Mr. Borders said the same is true at Edwards AFB. Mr. Tingey reminded everyone that the law requires employees be on a performance plan for 90 days to be evaluated for that rating cycle.

#### 8. Alternative Dispute Resolution - Ms. Kimberly Mlinaz, SAF/GC

Ms. Mlinaz provided an overview of Alternative Dispute Resolution (ADR). She explained the myths associated with ADR and emphasized that it is not a magic pill for every situation. She said the new Conflict Resolution and Mediation Policy Directive will be published soon, and the Air Force Negotiation Center stood up at Eaker Center to provide mediation capability across the enterprise. She

then walked the PC members through a case study, which addressed looking at issues through the eyes of management, the union, and the employee. Finally, she provided an overview of the full ADR spectrum.

Ms. Watern expressed that she supports ADR but has lately seen situations where employees are asking for unreasonable solutions such as large sums of money or promotions. She asked how this relates to working solutions in good faith. Mr. Dahms said these unreasonable solutions serve as a starting point for discussions no different from a manager only seeing a single outcome. Ms. Mlinaz said mediation could help all parties blow off some unrealistic steam. Mr. Dahms inquired into how employees receive training. Ms. Mlinaz explained training on ADR is one of SAF/GC's lines of effort. Mr. Shaw asked about how many bases were considering ADRs in local contract agreements. Mr. Tingey responded he gets different answers every time he asks the question but said that Hill AFB is definitely interested. Mr. Bailey said Kirtland AFB is interested in pursuing ADR as well, but indicated that Kirtland would only want to use ADR if they can get a designated union representative on official time to handle ADR cases. Mr. Borders asked if there was a training or designated curriculum for becoming an ADR champion. Ms. Mlinaz responded yes, there are two training sessions per year, and more information can be provided if requested. Mr. Snodgrass indicated that AFMC would support training for employees to serve in this role. Mr. Tingey stated that he would like to see a pool of rotating mediators. Ms. Mlinaz highlighted that commercial ADR training is very expensive, and the government can provide training for 15-21 employees for the same price it typically costs to train 2-3 employees commercially. Mr. Dahms expressed concern with ADR interfering with the grievance process. Mr. Tingey explained the grievance process is in abeyance until ADR is complete and ADR is non-binding. Mr. Bailey stated management at Kirtland AFB have been trying to replace Step 1 of the NGP with ADR.

#### 9. AFGE Legislative Update - Mr. Troy Tingey, President, AFGE Council 214

Mr. Tingey provided an AFGE legislative conference update. He said that about 20 AFGE reps attended the Maintenance Symposium, and Tinker AFB won the Robert T. Mason award. He highlighted AFGE being the only union invited to attend the symposium. He said there was a lot of discussion pertaining to language in the 2018 NDAA and the impact to the organic industrial base. He talked about the funding impact on depots and the future potential impact of Base Realignment and Closure. Mr. Tingey said he also had an opportunity to meet with Mr. Robert McMahan and Mr. Stamey and spent some time talking with the union representatives.

Mr. Tingey stressed the importance of all the local union presidents being able to attend the Legislative Conference in mid-February of this year. He also said during the Government Accounting Office session there was a lot of discussion pertaining to skills gaps in the depots.

#### 10. Recognition - Ms. Patricia Young, AFMC/CA, Mr. Troy Tingey, President, AFGE Council 214

Ms. Young and Mr. Tingey welcomed Mr. Stamey, AFSC/CA, as the newest member on the PC. Mr. Stamey said he was glad to be a part of the PC and was looking forward to working with everyone.

#### 11. Multi-trades Demonstration Update - Mr. Kevin Stamey, AFSC/CA

Mr. Stamey provided an overview of the Multi-trades Demonstration Project. He talked about the F-22 workload not being stable, which makes this a difficult platform for this project. He remarked that in 2017 the decision was to shift from the F-22 to the A-10 platform. He explained they are working on putting a contract in place to complete the Business Case Analysis (BCA) as they do not

want this project to take another 9 years to implement. Mr. Tingey expressed concern about taking this step backward, and made it clear that everyone is in support of the workforce and multi-skilling employees. Mr. Stamey said the BCA should be completed in 90 days and then they will move forward with implementation and emphasized this is not going to be a 6-8 year process. Mr. Dahms inquired about determining which occupational series will be participating in this project. Mr. Snodgrass said the preponderance of workload typically drives the decision as to which occupations are impacted. Mr. Snodgrass also reminded the group that while AFSC is confident on the 90 days to complete the BCA, the Office of Personnel Management (OPM) is still pushing back on implementation of multi-skilling. Mr. Tingey asked if the Multi-trades Demonstration Project still had support from AFMC. Ms. Young expressed support from AFMC leadership and said that no one in the AFMC front office wants this pushed out any more than necessary.

Ms. Lyons said she would provide a briefing at the next PC to demonstrate how classification would work positions considered for the multi-trades project. AI 18-02-09: Provide a briefing at the May 2018 AFMC/AFGE C214 PC that addresses positions involved in the multi-trades demonstration project.

Mr. Tingey reiterated his concern about the length of time it takes to gain certification. Mr. Dahms said he is concerned with employees losing jobs if an employee is multi-skilled and can do the job of multiple people. The conversation then turned to gaining approval and the positive note of not having to go back to Congress for approval since all that is changing is the platform, not the project.

## 12. USA Staffing Upgrade and USA Hire - Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons provided an update on USA Staffing and expressed the staffer now has an automated step-by-step process, and the biggest issue now is with system latency impacting timeliness. Mr. Tingey wanted to know if AFMC and AFPC connect on hiring actions. Ms. Lyons highlighted that Mr. James Hale, AFPC/DP2Y, and AFMC have discussions on a regular basis. Ms. Young said she is having regular discussions with Maj Gen Brian Kelly, AFPC/CC and shares the related metrics with General Ellen Pawlikowski, AFMC/CC. Mr. Snodgrass also said they briefed Ms. Stephanie Halcrow, Military Legislative Assistant, and shared the metrics with her, thus she is putting pressure on both AFMC and AFPC to make improvements.

Mr. Bailey asked about the authorization of Expedited Hiring Authority (EHA) and Direct Hiring Authority (DHA) positions. Ms. Lyons provided examples such as the Air Logistics Complexes, Test Center, and Acquisition Professional Development Program positions in the Air Force Life Cycle Management Center. She also said AFMC could fill about 80% of vacant positions using either EHA or DHA if filling these positions externally; however, internally the competitive process is still used. Mr. Dahms asked if these hiring authorities seem to be helping. Ms. Lyons responded that AFMC has seen about a 33% improvement and explained that on average, it takes about 85 days to fill apposition and the goal is to get it down closer to 40 days. She commented that AFSC is getting closer to the 40 days, and Ms. Halcrow wants to ensure we use EHA and DHA where appropriate.

Ms. Lyons highlighted USA Hire Assessments and talked about negotiations completed with AFGE Council 214 in 2017 and the Memorandum of Agreement (MoA) signed. She indicated USA Hire Assessments should help with how we rank candidates and refer them. She explained how these assessments work and tie in with the hiring process; she also remarked we would share the link for USA Hire Assessments with PC members. AI 18-02-10: Provide the website to the PC members, which houses the USA Hire Assessment information.

### 13. Civilian Personnel Update – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons provided some AFMC demographics to point out the diversity associated with the AFMC workforce and the fact that AFMC employees fall under a total of 24 different pay systems. She talked about the challenges from both a management and labor perspective of having this many pay plans. She also shared the civilian personnel highlights associated with the FY18 NDAA to include extensions to Multi-trades Demonstration, Acquisition Demonstration, and the Voluntary Separation Incentive Program. NDAA 2018 also provided for hiring additional childcare workers and a pilot program for Cyber and Legal professionals.

Ms. Lyons also discussed the lessons learned pertaining to furlough. She emphasized the importance of communicating with employees ahead of time. Ms. Lyons also provided emergency shutdown furlough statistics pertaining to indicator codes and defined exempt, excepted, and subject to furlough. Mr. Tingey stated that there is no true definition of who these employees are since commanders make the determination. Ms. Lyons concurred and explained because the situation changes based on the job situation at the time.

Ms. Lyons provided that SAF/FM's interpretation of policy is driving changes to update employee's furlough status from "exempt" to "excepted." Mr. Stamey said he reads the language differently. Ms. Young said the Office of the Secretary of Defense Comptroller's office is the lead on this issue and interprets the language as Ms. Lyons indicated. Ms. Lyons made it clear that even though these same employees are not subject to furlough, this change needs to be communicated with employees because of changes to leave status, etc. AI 18-02-11: Provide C214 a list of BUE's furlough codes and identify the means in which employees become aware of the furlough code attached to their position before the 23 Mar 18 deadline.

Mr. Robertson asked about using electronic notification for furlough. Ms. Lyons explained it was a Commanders decision to use electronic communication during the most recent furlough. Ms. Young said the intention was to use electronic notification for furloughs in the National Capital Region. Ms. Lyons lauded the partnership between Council 214 and AFMC, as the parties were able to reach agreement updating the language in the furlough MoA to help eliminate confusion on returning to work following a furlough.

### 14. EHA/DHA Hiring Update – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons provided an update on EHA and DHA usage. She said about 20% of the hires or 2,000 positions used these authorities to fill positions. Ms. Young said General Pawlikowski heard the concern about these authorities and their impact on internal opportunities. Ms. Lyons said they can look at the "fills" to determine if internal candidates are being overlooked but realize Center DPs have authority to authorize variance. Ms. Lyons discussed several other hiring efforts to include the Premier Interns program associated with Wage Grade employees. She explained the collaboration with AFPC to implement this program and the differences at the Air Logistics Complexes bringing employees in through the Vo-tech programs. Mr. Snodgrass stated that this is a brand new program AFMC is bringing in about 50 wage grade employees, and they are working to make sure to get the grade levels right. AI 18-02-12: Provide quarterly updates to the PC on the Premier Interns program. Mr. Tingey wanted to know the impact of probationary periods on Premier Interns. Ms. Lyons explained the probationary periods begin when they enter the Vo-tech program.

Ms. Lyons also provided Contribution-Based Compensation and Appraisal System (CCAS) results for AEDC personnel by occupational series. AI 18-02-13: Provide Arnold AFB CCAS results charts to

C214. Mr. Powell wanted to know if any employee realized a salary decrease. Ms. Lyons indicated that no Bargaining Unit Employee under Acquisition Demonstration saw a salary decrease. Mr. Tingey wanted to know when they would know the GPI percentages for 2018. Ms. Young explained that the CA Roundtable sets the percentage based on what the civilian pay budget can handle. AI 18-02-14: Review CCAS results at Arnold to determine if any employees did not receive the GPI, and provide that information to C214.

15. EO on Partnerships/Pre-decisional Involvement – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw provided copies and explained the Executive Order (EO) signed by President Trump in 2017. He said the EO prohibits Labor Managements Forums (LMF) established from the previous administration's EO. He also talked about this newest EO limiting the use of Pre-decisional Involvement (PDI) and said if using PDI, the agency must be able to show the benefits. Mr. Shaw also stated both Robins AFB and Eglin AFB abolished their LMFs due to language connecting the forum to the EO signed during the President Obama administration. Mr. Snodgrass added AFMC is able to keep our current AFMC/AFGE C214 PC as is since the establishment of our current partnership occurred long before this most recent published EO. Mr. Shaw stated that Robins and Eglin could draft new agreements that do not contain language that will restrict the Local Unions and management from meeting under a different name than LMF.

16. NAF Contract, Way Ahead – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw provided a NAF Contract status update and explained the two parties were currently looking at the best approach for moving forward. He talked about the consideration of using Interest-Based Bargaining (IBB), but the parties need to think through which subjects need bargained before moving into IBB. Mr. Shaw also said the FLRA had determined that Kirtland AFB would remain under Council 214 and denied to consider removing Hurlburt AFB from the C214 bargaining unit.

17. Wrap-Up/Action Item Review – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Robert Good reviewed the previous AI's prior to addressing today's AI's. He reviewed each of the AI's, provided a status update, and reminded everyone that the two AI's tied to ADR would remain open. PC members agreed to the status of all the AI's according to the attachment below. Mr. Shaw then reviewed all the AIs documented during the course of this meeting (see attachment).

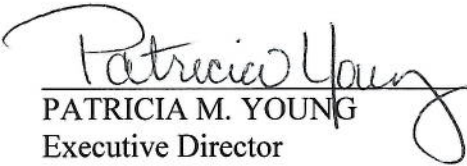
Mr. Snodgrass said HQ AFMC/A1 is working with SAF/GC on funding for ADR. He indicated SAF/GC was hoping to get funding approved in the POM. Ms. Watern added she feels ADR training is critical. Mr. Blackhurst said we should consider conducting a future PC at AFPC. AI 18-02-15: Consider conducting a future PC at AFPC – hosted by AFRL. Ms. Young talked about the importance of communicating with employees. AI 18-02-16: Ensure we continue to communicate to supervisors the importance of providing feedback to employees. Mr. Tingey said he is concerned that some AFI's needing bargained might be slipping through the cracks. AI 18-02-17: Look at the issuance of new AFI's and the process they go through for bargaining obligations.


Mr. Shaw identified 22-23 May 18 as the dates for the next PC meeting at Tinker AFB, OK. Ms. Young said she is looking forward to going to the next PC at Tinker and they would hold a CA Roundtable in conjunction. She also appreciated all the efforts that go into these meetings and feel they are time well spent. She asked that PC Members start thinking about topics they would like to discuss during the 22-23 May 18 meeting. Ms. Watern indicated AFLCMC would be interested in



hosting the PC when everyone comes to Dayton for the combined Joint National meeting. She is interested in connecting folks with the PEO's. Mr. Tingey concluded by thanking everyone who was responsible for making the PC a success. Mr. Tingey said he appreciated the discussions and the respect shared amongst the PC members.

Minutes Approved By:

  
 PATRICIA M. YOUNG  
 Executive Director

  
 TROY TINGEY  
 President, AFGE Council 214

<b>Action Items from Previous PC's</b>			
<b>AI#</b>	<b>Description</b>	<b>OPR</b>	<b>Status</b>
17-03-05	Provide an update on the impact the NDAA has on admin leave status codes.	AFMC/A1K	CLOSED
17-08-01	Consider a PC at WPAFB dedicated to AFGE.	AFMC/A1KL	CLOSED
17-08-02	Review on-base facility for AFGE Local 1138 at WPAFB.	AFMC/A1KL	CLOSED
17-08-03	Share Criteria with C214 used to make selections for 2 Year Associate Degree Program.	AFMC/A1D	CLOSED
17-08-04	Establish an ADR Red Team.	AFMC/A1	OPEN
17-08-05	Determine Feasibility of Standardizing where Installation ADR office will be organizationally aligned.	AFMC/A1K	OPEN
17-08-06	Ensure NAF employees becoming part of AFGE Council 214 is a topic presented at executive session.	AFMC/A1K	CLOSED
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	CLOSED
17-08-08	Review manpower requirements determination at CDC's.	AFMC/A1M	CLOSED
17-08-09	Provide status update to C214 on AFI 31-122, Civilian Police/Security Guard Program.	AFMC/A1KL	CLOSED
17-08-10	Review requirements for determining email inbox size requirements.	AFMC/A1KL	CLOSED
17-08-11	Address 8000 character limitation for entering data into DPMAP system "Journal" field.	AFMC/A1KL	CLOSED
17-08-12	Review DPMAP Implementation	AFMC/A1KL	CLOSED
17-08-13	Publicize policy letter on employees moving to a different position and having to repeat "testing" requirement.	AFMC/A1KK	CLOSED
17-08-14	Provide URL information to PC Members for access to Civilian Heritage Video	AFMC/A1KL	CLOSED
JN17-01	Get details on EO - assessing and strengthening the manufacturing Defense Industrial Base & Supply Chain Resiliency.	AFMC/EN	CLOSED
JN17-02	Provide data showing the number of probationary terminations during the new two year probationary period (1st year vs. 2nd year)	AFMC/A1KL	CLOSED
JN17-03	Provide a breakdown of the 68% of AcqDemo employees who received a salary increase by grade and series	AFMC/A1K	CLOSED

<b>New Action Items from Feb 2018 - Eglin</b>			
18-02-01	Review what is happening in the Maintenance Community relevant to Wingman Days? (Review how Wingman Days are administered and what/how is the intended message getting to the employees)	AFMC/A1R	
18-02-02	Brief the Enhanced Education for Electronic Engineering Technicians (4ET) program at a future PC.	AFSC/CA	
18-02-03	Advertise the 2-Year Associate's Program in a manner that extracts it from the overall CDE Program. (Targeting marketing to the FWS workforce to ensure the message is getting to the appropriate audience.)	AFMC/A1D	
18-02-04	Receive customer feedback on the two-year associate's degree program application process.	AFMC/A1 AFMC/A1D	
18-02-05	Provide the policy that governs the requirement for a 1-4 ratio of APF employees to NAF employees in Child Development Centers.	AFMC/A1M	
18-02-06	Provide a snapshot across the MAJCOM on how the newly acquired CDC positions are being allocated.	AFMC/A1K	
18-02-07	Provide the process as to how CDC providers are acquired if you have adequate numbers of children enrolled and the physical space available to house children/providers.	AFMC/A1K	
18-02-08	Determine if the DPMAP system capability exists for multiple journal entries.	AFMC/A1KL	
18-02-09	Provide a briefing at the May 2018 AFMC/AFGE C214 Partnership Council that addresses positions involved in the multi-trades demonstration project.	AFMC/A1K	
18-02-10	Provide the website to the PC members which houses the USA Hire Assessment information.	AFMC/A1KL	
18-02-11	Provide C214 a list of BUE's furlough codes and identify the means in which employees will be made aware of the furlough code attached to their position before the March 23 <sup>rd</sup> deadline.	AFMC/A1K	
18-02-12	Provide quarterly updates to the Partnership Council on the Premier Intern program.	AFMC/A1K	
18-02-13	Provide Arnold AFB CCAS results charts to C214.	AFMC/A1K	
18-02-14	Review CCAS results at Arnold to determine if any employees did not receive the GPI, and provide that information to C214.	AFMC/A1K	
18-02-15	Consider conducting a future PC at AFPC – hosted by AFRL.	AFMC/A1KL	
18-02-16	Ensure we continue to communicate to supervisors the importance of providing feedback to employees.	AFMC/A1KL	
18-02-17	Look at the issuance of new AFI's and the process they go through for bargaining obligations.	AFMC/A1KL	

**AIR FORCE MATERIEL COMMAND  
AND  
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214  
PARTNERSHIP COUNCIL MEETING  
27 – 28 Feb 2018**

**BLDG 1, ROOM 204 - EGLIN AFB, FL**

**TUESDAY, 27 FEB 2018**

<b><u>TIME</u></b>	<b><u>TOPIC/PRESENTER(S)</u></b>
	<i>Breakfast at the Hotel</i>
<i>0730 – 0800</i>	<i>Surrey Pick-up at Hotel - Travel to Bldg 1</i>
<i>0800 – 0810</i>	<i>Welcome/Opening -- Administrative Remarks/Agenda Review Ms. Patricia Young and Mr. Troy Tingey</i>
<i>0810 – 0830</i>	<i>Mission Brief (Brig Gen Evan Dertien, 96TW/CC)</i>
<i>0830 – 0900</i>	<i>Wingman Days Update &amp; Discussion (Ms. Jennifer Treat, HQ AFMC/AJR)</i>
<i>0900 – 0915</i>	<i>2 Year Associates Degree Program (Mr. Jason Sibrel, HQ AFMC/AID)</i>
<i>0915 – 0945</i>	<i>E-mail and Expansion via Cloud Computing (Ms. Pam Schartner, HQ AFMC/A6LX)</i>
<i>0945 – 1000</i>	<i>Break</i>
<i>1000 – 1015</i>	<i>Manpower Requirements – Child Dev Centers (Ms. Donna McMannes, HQ AFMC/A1M)</i>
<i>1015 – 1030</i>	<i>Defense Performance Mgt and Appraisal Program (Ms. Jan Krohn, HQ AFMC/AJKL)</i>
<i>1030 – 1115</i>	<i>Alternative Dispute Resolution (Ms. Kimberly Mlinaz, SAF/GC)</i>
<i>1115 – 1130</i>	<i>AFGE Legislative Update (Mr. Troy Tingey, AFGE Council 214)</i>
<i>1130 – 1145</i>	<i>Recognition of Partnership Council Members</i>
<i>1145 – 1200</i>	<i>Group Photo (Building 1)</i>
<i>1200 – 1300</i>	<i>Lunch (The Bouthouse)</i>
<i>1300 – 1330</i>	<i>Multi-trades Demo Update (Mr. Kevin Stamey, AFSC/CA)</i>
<i>1330 – 1400</i>	<i>USA Staffing Upgrade &amp; USA Hire (Ms. Tammy Lyons, HQ AFMC/A1K)</i>
<i>1400 – 1430</i>	<i>Civilian Personnel Update – Quick Hitters (Ms. Tammy Lyons, HQ AFMC/A1K)</i>
<i>1430 – 1445</i>	<i>Break</i>
<i>1445 – 1515</i>	<i>EHA/DHA Hiring Update (Ms. Tammy Lyons, HQ AFMC/A1K)</i>
<i>1515 – 1545</i>	<i>EO on Partnerships / Pre-decisional Involvement (Randy Shaw, HQ AFMC/A1KL)</i>
<i>1545 – 1600</i>	<i>NAF Contract – Way Ahead (Randy Shaw, HQ AFMC/A1KL)</i>
<i>1600 – 1615</i>	<i>Travel Back to Hotel</i>
<i>1615 – 1745</i>	<i>Personal Time</i>

1745 – 1800 *Travel to Dinner (Old Bay Steamer)*

1800 – 2000 *Dinner*

2000 – 2015 *Return to Hotel*

**WEDNESDAY, 28 FEB 2018**

**TIME**

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0730 – 0800

*Wrap Up/Action Item Review (Mr. Randy Shaw, HQ AFMC/A1KL)*

0800 – 0830

*Surrey Pick-up at Hotel - Travel to Tour Location (s)*

0830 – 1100

*Tour*

1100 – 1130

*Return to Hotel*

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<b>Management Members</b>	<b>Union Members</b>
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<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>	
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