

AFMC/AFGE Council 214 Partnership Council Meeting Minutes

25-26 January 2011

Hill AFB UT

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 32nd meeting on 25-26 January 2011. The meeting was hosted at Hill AFB, UT. Copies of the action items, agenda, and list of attendees are attached.

1. Opening Remarks/Acknowledgements

Dr. Butler opened the meeting and provided opening remarks to include welcoming of the PC members and guests. He expressed his appreciation for the members taking time to attend the meeting and said the PC meetings are a worthy cause. Dr. Butler said we use PC meetings as a vehicle to cope with multi-center issues and that dialogue is worthy and helps build trust. Dr. Butler thanked Mr. Johnson and Mr. Tingey for hosting the meeting. Mr. Blanch also expressed his thanks to Mr. Johnson and Mr. Tingey for hosting the meeting and said we have a full agenda and is looking forward to hearing the variety of topics. Mr. Johnson and Mr. Tingey welcomed the members. After introductions, administrative remarks were provided by Ms. Kidd.

2. Hill Mission Brief – Mark Johnson, OO-ALC/CA

Mr. Johnson again welcomed the PC members and briefed the Hill AFB mission. The Hill AFB infrastructure is comprised of 6,978 acres spread over two counties, 1,381 facilities, 340 munitions storage structures, and multiple Geographically Separated Units (GSU). The Utah Test & Training Range, the largest DoD-owned land range, is one of 19 major range/test facilities and provides the largest block of supersonic airspace in the United States as well as joint training, realistic target arrays, and two emergency airfields. Team Hill employs approximately 21,635 people, 61% of which are civilian. The Air Logistics Center (ALC) at Hill is comprised of approximately 13,359, 77% of which are civilian. There are over 50 associate units located at Hill. The Defense Logistics Agency (DLA) has a large footprint. Hill AFB provides an estimated \$3 billion economic impact. The three priorities of the ALC are Nuclear Enterprise, Workforce, and Efficient and Effective ALC. The core competencies are Weapon System Management, Depot Maintenance, Supply Chain Management, and Readiness. Dr. Simpson asked if there were a lot of noise complaints and Mr. Johnson said no. Mr. Wallace asked about the make-up of employees and Mr. Johnson said approximately 80% are civilian, with approximately 7,500 located in the maintenance wing. Mr. Johnson stated they have approximately 300-350 hires/month. Dr. Butler said a new rule was recently created to allow people to hire to need instead of hiring to budget. Mr. Johnson said that rule has been in place for a while at Hill. Dr. Butler asked about Hill's involvement in education. Mr. Johnson said they are involved with the state of Utah and developing Science, Technology, Engineering, and Math (STEM) curriculum at Weber State University. In addition, Hill has been developing robust relationships with Applied Technology Colleges. In the wage grade arena, Air Education Training Command (AETC) has been working with Hill on "low observable" surface production.

3. Local Voluntary Protection Program (VPP) Partnership Update – Mark Johnson, OO-ALC/CA & Troy Tingey, President, AFGE Local 1592

Mr. Johnson and Mr. Tingey provided a briefing on the VPP partnership at Hill AFB. They chose to speak about VPP because VPP is a "team sport" and drives a great deal of cooperation. There are numerous opportunities for partnering and for pre-decisional involvement. VPP supports the workforce, and the Hill program has created a positive relationship with OSHA. The Hill partnership program is a joint management-union partnership with regular steering group meetings chaired by Mr. Johnson and Mr. Tingey at the Center level and other nested VPP committees at the Wing, Directorate, and Unit level. Local Memorandums of Agreement (MOA) outline the rules of engagement and have verbiage in place that gives both parties the opportunity for limited withdrawal. Mr. Tingey stated limited withdrawal can

occur at just the unit level and not necessarily the Center level. Dr. Butler was interested in the approach to limited withdrawal. Hill's VPP program has four separate Concepts of Operations (CONOPS), which, are unique and worked separately by the units. The briefing addressed the "Intent to Withdraw" process, which is clearly defined. First, the issue is heard at the Wing/Directorate level for resolution. If a resolution cannot be reached, the issue is brought before the Center VPP Core Team. If the issue remains unresolved, it will then be brought before the Center VPP Steering Group. The resolution process is approximately 60 – 180 days. Dr. Butler said he likes the idea of a "cooling-off" period. Mr. Tingey explained the VPP program at Hill is more employee-oriented, and employee ownership means less control by the Safety office. The key is to allow committees to work issues as they arise. Mr. Johnson said the first star candidate is the 309th Electronics Maintenance Wing. Dr. Butler spoke about strong personalities driving VPP relationships and said documented processes can help to stabilize programs. Dr. Simpson asked how VPP money was implemented last year. Mr. Johnson said they spent approximately \$60K on training, recognition, incentives, and awareness. Mr. Blanch said from the beginning of the VPP, the union has been reminded of the costs, but that the trip to the GE Evendale plant several years ago showed that VPP is a worthwhile investment. He then asked if we had baselines (e.g., lost time for injuries) to show the benefits of VPP. Hill's VPP motto is, "You See It, You Own It...that's VPP." Dr. Butler said this program was evidence of a good relationship and asked about partnerships other than VPP. Mr. Johnson said we would be surprised at how many issues can be worked by VPP, and issues are worked as they arise. Mr. Tingey said there are good management/union relationships at all levels, and the Center level partnership is only invoked when required. Mr. Shaw asked if there was anything we can take from this VPP approach to help deal with the broken relationships at other Centers. Dr. Butler said he did not want to take an action other than to see if other bases could adopt similar charters. Mr. Blanch agreed and said the Hill relationship is an evolving process and did not just happen overnight.

4. Review of Minutes/Action Items from Last Meeting – Jamie Schoening, HQ AFMC/A1KL

Ms. Schoening asked if there were any changes to the minutes from the last meeting. There were no changes and the minutes were approved. The group reviewed the list of action items from the last meeting. A number of action items were closed including Pandemic Telework, Website Overload, Explosive Smoking, CONOPS Change, Commissary Usage, Master Labor Agreement (MLA) Negotiations, Re-working of CONOPS, and Reporting Structure Clarification. Action items remaining open include: Energy Star, Review of Local PCs, Centralization of Injury Compensation, and Review of the New Beginnings Team. The team reviewed the status chart of local partnership councils. All bases had some type of a local partnership except for Eglin AFB. Missing from the chart were Air Force Metrology and Calibration (AFMETCAL) and Brooks AFB. Mr. Clark asked that we add AFMETCAL to the status chart for the next meeting. Dr. Butler agreed and asked that we show the status chart at each PC meeting going forward.

5. Environment, Safety and Occupational Health Compliance Assessment and Management Program (ESOHCAMP) – Col Mark Smallwood, HQ AFMC/SGPB

Col Smallwood provided a briefing on ESOHCAMP. ESOHCAMP is part of the Environmental Compliance Assessment and Management Program (ECAMP), which is a tool to prepare for environmental audits. It is classified as an assessment and is a "kinder, gentler" look at compliance. ESOHCAMP gives Commanders a chance to review deficiencies in compliance, and identify and track solutions. Assessment does not carry the same weight as an inspection. AFI 90-803, *ESOHCAMP*, establishes a three-tiered program of assessments, prescribes management team actions to resolve and prevent problems, and outlines specific responsibilities at each level. The AFI covers assessments, root cause analysis, and improvement mechanisms. The AFI holds supervisors responsible for spotting and correcting deficiencies. Supervisors must document deficiencies quarterly. The Safety office will do annual checks installation wide, and the MAJCOM will do an external assessment every 3 years. Mr. Robinson asked how supervisors will receive checklists to review and document deficiencies. Col Smallwood said the Air Force (AF) has developed checklists, and the ESOH functional will determine which parts of the checklists are applicable for each installation. Dr. Butler asked if the AFI mentioned VPP. Col Smallwood said VPP was not specifically mentioned, but ESOH starts with environmental management systems of Plan, Do, Check, Act and those requirements mirror ESOH management and

VPP principles. Further, VPP aligns with OSHA standards and the requirements are very similar but with emphasis on worker participation. Dr. Butler said he thought the AFI should have mentioned VPP. Col Smallwood said a lot of discussion on VPP and ESOH has been discussed at the SAF level. Col Smallwood said ESOHCAMP deals with supervisors and does not levy requirements on workers. Mr. Blanch asked how it really stops at the supervisor and gave an example of an employee not wearing their safety gear. Col Smallwood said the supervisor is responsible for making sure the employee is wearing their safety gear. Dr. Butler said this conflicts with VPP because VPP makes employees responsible. Col Smallwood said there is overlap, but ultimately, the supervisor is responsible.

6. AFMC Effective Occupational Health Management – Col Mark Smallwood, HQ AFMC/SGPB

After his briefing on ESOHCAMP, Col Smallwood discussed Occupational Health Management. Occupational health and safety are a focus of DoD because of lost work time, increasing medical costs, and long-term disability payments. The Secretary of the Air Force and Air Force Chief of Staff are issuing a letter to all Airmen asking them to understand ESOH aspects of their job and to take action to minimize risks. Further, their joint letter established the ESOH vision for the AF and established three priorities for ESOH – comply, reduce risk, and continuously improve. Gen Hoffman echoed the memo by establishing AFMC's commitment to ESOH management. OSHA is a key player. Recently, OSHA cited AF for not meeting "as clean as practicable" dust control standards. HQ AFMC/A4 and HQ AFMC/SG are drafting a memo to identify special concerns about maintaining surfaces "as clean as practicable." As clean as practicable means particles are found only in work areas and are not transmitted to break rooms or homes. The memo asks all maintenance units to scrutinize compliance, implement ESOHCAMP assessments, and to create/implement housekeeping plans. A discussion occurred about sanding and how toxic dust was recently found in the break areas at Robins AFB. Dr. Butler said we may need to consider creating dedicated sanding facilities, but that is a very expensive fix. Col Smallwood said best practices across the Command include: focusing on Personal Protective Equipment (PPE), decontamination, cleaning, storage, and sanding consolidation. Mr. Blanch said this is not new. The same problems happened when asbestos used to be the focus, and we need to establish safe practices before exposures harm employees. Mr. Wallace asked about communicating with developers to not make products containing hazardous materials. Dr. Butler said we already do that, but products that are considered safe now, may not be considered safe in the future.

7. Civilian Academic Programs – Mitch Clark, HQ AFMC/A1D

Mr. Wallace provided a point paper on Long-Term, Full-Time (LTFT) training and asked that we discuss this topic during the PC meeting. Mr. Wallace suggested that LTFT be expanded to offer training for bachelor degrees. Dr. Butler said this was a good topic. Mr. Clark provided a briefing on the types of academic programs that are available to civilians. A number of programs are available including Civilian Tuition Assistance Program (CTAP), LTFT Academic Training Program, and Civilian Academic Degree Payment (CADP) Program. CTAP provides educational funding assistance for off-duty, self-directed learning. The current rules for CTAP allow for 75% of tuition funding, capped at \$3,500 per year. LTFT training provides mission-related training lasting longer than 120 days. LTFT is management driven and directed. The purpose is to meet a mission need and not a program to purchase degrees; however, a degree may be a result of the training. CADP is also a management driven program used to support current and future Center/unit workforce shaping and/or development goals. CADP is a degree granting program for master's degrees and higher. Mr. Clark said funding for all of these programs is an issue in the current climate and that we must advocate for additional funding. AFMCI 36-401, *Employee Training and Development*, which seeks additional funding, is being worked, but has not been bargained yet. Dr. Butler said career field teams have some money, but you must be a member of that career field in order to take advantage of funding. Dr. Butler asked what a sheet metal worker could do if they wanted to obtain a degree. Mr. Clark said they should apply for CTAP. Mr. Blanch suggested some organizations have money and some do not. Mr. Steenbock said he used to set aside O&M funds for CTAP when he was at AFPC. Dr. Butler acknowledged there was a lot of inconsistency across the Command and the goal is to drive consistency. Mr. Wallace said he asked for this topic to be on the agenda because there are a number of folks obtaining advanced degrees through LTFT, and employees who want to obtain an undergraduate degree are not afforded the same opportunity. Dr. Simpson asked if we could use CADP money for undergraduate degrees. The challenges for a wage grade employee can be overwhelming. Dr. Butler said this may be cost prohibitive considering master's degrees are

usually 1-to-2 year programs versus 5-year undergraduate degree programs. Dr. Simpson said we should look at developing programs to help people get undergraduate degrees. Mr. Steenbock said we might want to address this with the AFMCI. Mr. Steenbock agreed to take this issue to the Civilian Force Development Panel to look into options for allowing undergraduate degrees.

8. Multi-Trades – Art Andreason, 573 AMXS/DO & Mr. Troy Tingey, President, AFGE Local 1592

Mr. Andreason and Mr. Tingey gave an update on the progress of the Multi-Trades Demonstration program at Hill. Hill was selected as a pilot site out of three bidders. Hill's proposal was to use mechanics multi-skilled in low observable (LO) coatings to meet the high demand of Hill's backlog of coating application workload. Mr. Andreason said LO workforce is very hard to find. Benefits of the multi-trade project include faster return of aircraft to the warfighter and makes employees more agile, stable, and competitive. Mr. Andreason said the current workers are WG-10 and will be promoted to WG-11 once they complete formal and on-the-job training and demonstrate proficiency. Mr. Blanch said this is a win-win situation for Hill and the employees. Mr. Shaw asked how many employees are affected. Mr. Tingey said approximately 250. The original timeline has been delayed with multiple repeated program approval revisions. OSD has submitted legislative extension requests. Dr. Butler said this was a good program and hoped final coordination would be completed soon. An October 2011 start date is planned.

9. Master Labor Agreement Negotiations – John Steenbock, HQ AFMC/A1 & Tom Robinson, Executive Assistant, AFGE

Mr. Steenbock and Mr. Robinson gave a joint briefing on the Master Labor Agreement (MLA) negotiations that took place in Albuquerque, NM, starting the first week in November. Negotiations lasted 3 weeks and were facilitated by Mr. David Martinez from the Federal Mediation and Conciliation Service. After 13 days at the bargaining table, an agreement was reached between the parties on 10 December 2010. All 39 articles of the MLA were opened. Each article was signed after reaching agreement. Minutes were reviewed and approved daily. There were a number of significant changes to the new MLA. Alternative Dispute Resolution (ADR) will be held in abeyance for 1 year from date of contract execution. ADR began as a joint management-union initiative, but the union feels they have become a "silent partner." The union said they feel ADR has eroded the grievance process by creating a no-fault system. Dr. Butler said he has received a lot of calls from mediators wondering what is going to happen now that ADR is out of the contract. Mr. Steenbock said mediators will be asked to offer training services. Dr. Butler asked what happens in a year. Mr. Steenbock said management has asked SAF General Counsel Dispute Resolution and Advanced Programs Division (GCD) to prove their commitment to making the union a full partner over the next year. The parties may mutually re-open the article in one year. Another significant change to the contract was the implementation of the Single Staffing Tool, a resume-based tool for filling vacant positions. Mr. Steenbock reviewed the process of logging into USA Staffing, submitting resumes, and applying for jobs. Dr. Simpson asked if employees need to do this every time they want to apply for a job. Mr. Steenbock said yes. Mr. Steenbock talked about the training road shows and said they will begin in February. Dr. Butler asked how we will determine if people are really qualified for jobs. Mr. Steenbock said a combination of the resume, self-assessment questionnaire, and reference checks will help determine qualifications. Another significant change in the contract is the creation of a new article on reassignments. The new article identifies ways to select individuals for reassignments. The threshold for reassignments is when two or more employees are simultaneously reassigned. If there are two or more, management will solicit volunteers and pick the best qualified volunteer with the highest seniority. The union's primary concern was employees being treated fairly and being chosen based on seniority. Career program moves are formal and are not covered by the MLA. Dr. Butler asked about engineers at Eglin. Mr. Steenbock said Ms. Lee McGehee, the Director of Personnel at Eglin AFB, was part of the negotiation team and felt very comfortable that MLA language would work there. Mr. Robinson said the union wanted to see how everything plays out with the new language. Dr. Butler said he was concerned about making this process more bureaucratic than it has to be. Discipline was another change. The union was concerned about the amount of stress on employees when faced with disciplinary actions. New language states actions will be effected in an efficient and timely manner or management will provide reasons for delays to employees. Other significant changes included Dues Withholding, Travel/TDY, Safety/Health, Medical Exams, and Local Supplementation. MLA articles can no longer be supplemented locally unless expressly authorized in the MLA. A number of MOAs were

incorporated into the MLA. Union ratification of the new contract began on 5 January 2011 and ratification looks likely. After ratification, the agreement will be signed by AFMC/CC and AFGE Council 214 President. Dr. Butler asked about on-call and standby pay at Robins and if this issue was resolved in the new contract. Mr. Steenbock said the definitions of on-call, standby and call-back are skewed. Mr. Steenbock agreed to issue a letter to the field explaining the definitions of each and when compensation would be warranted.

10. Eating Facilities & Gate Access – Scott Blanch, President, AFGE Council 214

Mr. Blanch gave an update on the gate access issues related to the Tinker Aerospace Complex (TAC). The gate nearest the TAC building was opened; however, to accommodate the opening of the TAC gate, another gate was closed, which has created more problems. Dr. Butler said gate access is a global issue and that security forces are hard to find. After further discussion, the members agreed to push this issue back to the local PC to work; however, Mr. Blanch said gate access remains an issue for the PC. Mr. Blanch expressed concern over the upcoming implementation of Defense Biometric Identification System (DBIDS) and the rumor that there will not be enough scanners at the gates. Mr. Blanch then spoke about the lack of eating facilities at the TAC. Mr. Steenbock said it would take approximately \$500K to bring the TAC eating facilities up to code, and Tinker is looking internally to see if they can find the money through NAF. A general discussion took place about food services across the command and the fact that the food services are not profitable (overall). Mr. Steenbock said he would provide a breakdown of AFMC's food services at the next PC meeting.

11. Civilian Pay Freeze – John Steenbock, HQ AFMC/A1

Mr. Steenbock provided a briefing on the civilian pay freeze that was signed into law on 22 December 2010 by President Obama. The pay freeze affects over two million federal workers and is in effect until 31 December 2012. The current pay freeze prohibits "statutory pay adjustments," which include across-the-board adjustments, locality pay, executive pay, prevailing rate, and other pay adjustments for senior-level employees (SES, SFS, SL/ST). The pay freeze does not impact promotions, within-grade increases, bonuses, awards, performance-based increases for most employees, or premium payments including overtime. Mr. Steenbock stated that wage and salary surveys are required by law and will continue as required. Dr. Butler said additional bills have been proposed to congress that would extend the pay freeze to 5 years. Further, he said the pay freeze is part of a larger downsizing activity and we will have to keep watching this issue over the next few years.

12. AFGE National News – Tom Robinson, Executive Assistant, AFGE Council 214

Mr. Robinson spoke about items of interest to the AFGE national office. AFGE's primary concerns are the "attacks on federal employees" through the passing of the 2-year pay freeze and proposed cutbacks in workers, health benefits, and retiree benefits. AFGE is currently mobilizing bargaining unit employees through volunteer activism, legislative contacts, coalition efforts, and media campaigns. AFGE is asking all employees to join their cause because these proposed cutbacks impact all federal workers, not just bargaining unit employees. Dr. Butler said he appreciated the work being done by AFGE National President, John Gage, on behalf of all federal employees. AFGE applauds the current administration for the repeal of the Federal Career Intern Program (FCIP). Further, AFGE applauds the recent Merit Systems Protection Board's (MSPB) decision to uphold employee rights in cases of removals after security clearance revocations. Mr. Steenbock asked to see the MSPB case decision and said A1 will evaluate and send guidance to the field.

13. Closing Remarks

Dr. Butler and Mr. Blanch recognized Mr. Johnson for his participation on the PC. An appreciation plaque was presented to him, and members of the PC spoke about their appreciation of his work throughout the years.

Dr. Butler and Mr. Blanch thanked everyone for attending and recognized the individuals who coordinated and supported the meeting. Ms. Elise Kidd from the Directorate of Personnel office and Ms. Karen Wright, Ms. Cindy Vigil and Mr. Drake Burnett from the Protocol office were recognized for their support.

The members discussed the dates for the Joint National meeting and the next PC meeting, which will be held 28-29 June 2011 at Wright-Patterson. Dr. Butler asked Mr. Sciabica to provide an update on the expansion of Lab Demo. Mr. Sciabica said Lab Demo has been expanded to non-bargaining employees. Dr. Butler asked if it was going to expand to bargaining unit employees. Mr. Sciabica said it is a complicated situation. Further, he said most of the positions at Hanscom will move to Wright-Patt and the employees will be covered by Council 214 once they move. Mr. Shaw said communication by AFRL has been great. Mr. Shaw offered his appreciation to Mr. Johnson and said the PC members will miss him. Dr. Butler announced that Mr. Ross Marshall, OC-ALC/CA, will take Mr. Johnson's place on the council. Without further comments, the meeting was adjourned.

Carry-Over Action Items from Edwards Meeting 28-29 Sep 10

10-03-02	Provide copies of AFMC/CC's policy letter on Energy Star appliances		A1	Review AFMCI 65-601 with Council 214 prior to publication.	OPEN
10-03-05	Show progress of transfer of injury compensation workload to AFPC		A1	Continue to monitor the transfer of injury compensation and provide regular updates.	OPEN
10-03-07	Track progress of New Beginnings performance management team		AFGE C214/A1	Continue to monitor the progress of the New Beginnings team and provide regular updates.	OPEN

Action Items from Hill Meeting 25-26 Jan 11

11-01-01	Review the VPP charter at Hill to see if we can incorporate similar language into the Command VPP charter.		A1		OPEN
11-01-02	Evaluate Civilian Academic Programs to see if CADP money can be used for undergraduate degrees		A1		OPEN
11-01-03	Provide definitions of on-call, standby, and call-back to the field		A1		OPEN
11-01-04	Provide breakdown of AFMC's food services budget, cost & profit at next PC meeting		A1		OPEN
11-01-05	Review MSPB decision on limited removals after security clearance revocation and issue guidance to the field		A1		OPEN
11-01-06	Continue to explore solutions to gate access problems		A1		OPEN

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

**PARTNERSHIP COUNCIL MEETING
25 and 26 JANUARY 2011**

AGENDA

MONDAY, 24 JANUARY

Arrival – Hill AFB

TUESDAY, 25 JANUARY

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0715	<i>Surrey Pick-Up @ Hilton Garden Inn</i>
0715 – 0730	<i>Travel to Conference Center (Building 1102, Air Room)</i>
0730 – 0800	<i>Continental Breakfast</i>
0800 – 0825	<i>Welcome/Opening – Administrative Remarks/Agenda Review</i>
0825 – 0835	<i>Joint Welcome Mr. Mark Johnson, OO-ALC/CA; Mr. Troy Tingey, President, AFGE Local 1592</i>
0835 – 0915	<i>Mission Brief Mr. Jim Sutton, OO-ALC/XP</i>
0915 – 0930	<i>Local VPP Partnership Update Mr. Mark Johnson, OO-ALC/CA & Mr. Troy Tingey, President, AFGE Local 1592</i>
0930 – 0945	<i>Review Minutes & Action Items from last PC Meeting Ms. Jamie Schoening, HQ AFMC/A1KL</i>
0945 – 1000	<i>Break</i>
1000 – 1030	<i>ESOH Col Mark Smallwood, HQ AFMC/SGP</i>
1030 – 1100	<i>AFMC Effective Occupational Health Management Col Mark Smallwood, HQ AFMC/SGP</i>
1100 – 1130	<i>Civilian Academic Programs Mr. Mitch Clark, HQ AFMC/A1</i>
1130 – 1200	<i>Multi-Trades Mr. Art Andreason, 573 AMXS/DO & Mr. Troy Tingey, President, AFGE Local 1592</i>
1200 – 1215	<i>Group Photo</i>
1215 – 1330	<i>Lunch</i>
1330 – 1415	<i>Master Labor Agreement (MLA) Update Mr. John Steenbock, HQ AFMC/A1& Mr. Tom Robinson, AFGE Council 214</i>

1415 – 1445 *Eating Facilities & Gate Access*
Mr. Scott Blanch, President, AFGE Council 214

1445 – 1500 *Break*

1500 – 1530 *Civilian Pay Freeze*
Mr. John Steenbock, HQ AFMC/A1

1530 – 1600 *AFGE National News*
Mr. Tom Robinson, AFGE Council 214

1600 – 1615 *WRAP-UP of Day 1 Activities*
All Members

1615 – 1630 *Return to Lodging via Surrey*

1630 – 1750 *Personal time*

1750 *Depart for Dinner – walk to Corbin’s Grille from Hilton Garden Inn*

1800 – 2000 *Social Event – Corbin’s Grille*

2000 *Return to Lodging*

WEDNESDAY, 26 JANUARY

0715 *Surrey Pick-Up @ Hilton Garden Inn*

0715 – 0730 *Travel to Conference Center (Building 1102, Air Room)*

0730 – 0800 *Continental Breakfast*

0800 – 0815 *Recognition of Outgoing PC Member, Mr. Mark Johnson*

0815– 0830 *WRAP-UP - Review of Action Items/Planning for Next Meeting*
All Members / Secretariat, Randy Shaw

0830 – 1000 *Base Tour*

1000 *Meeting Adjourned*

VPP STEERING GROUP

1015 – 1130 *VPP Steering Group Meeting*
VPP Steering Group Members

PARTNERSHIP COUNCIL ATTENDEES – 25-26 JANUARY 2011

Management Members	Union Members
<p>Dr. Steven F. Butler 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: Steven.Butler@wpafb.af.mil</p>	<p>Jon S. Blanch (Scott) President, AFGE Council 214 7190 Eleventh St., Bldg. 555 Hill Air Force Base, Utah 84056 Phone: DSN 777-3257 – COMM 801-773-3257 Email: Scott.Blanch@hill.af.mil</p>
<p>John W. Steenbock HQ AFMC/A1 DUTY TITLE: Director Manpower, Personnel and Services 4375 Chidlaw Rd. Wright-Patterson AFB OH 45433-5006 Phone: DSN 787-2400 COMM 937-257-2400 Email: John.Steenbock@wpafb.af.mil</p>	<p>Charlie Tripis Vice President, AFGE Council 214 PO Box 1079 Warner Robins GA 31099-1079 Union Phone: 478-922-5758 x 16 Email: ctripis@afgelocal987.org</p>
<p>Mark D. Johnson, SES OO-ALC/CA DUTY TITLE: Executive Director 7981 Georgia St., Bldg 1102, Rm 100 Hill AFB UT 84056-5824 Phone: DSN 775-5111 COMM 801-777-5111 Email: Mark.Johnson2@hill.af.mil</p>	<p>Tom Clark AFMETCAL 813 Irving-Wick Dr W Bldg 2 Heath, OH 43056-1199 Phone: DSN 366-5068 COMM 740-788-5068 Email: Tom.clark@afmetcal.af.mil</p>
<p>Dr. L. Bruce Simpson, SES AAC/CA DUTY TITLE: Deputy Program Executive Officer for Weapons and Executive Director, AAC 101 West D Ave, Suite 116 Building 1 Eglin, AFB FL 32542-5495 Phone: DSN 872-7354 COMM 850-882-7354 Email: Bruce.Simpson@eglin.af.mil</p>	<p>Troy Tingey President, AFGE Local 1592 7190 11th St. Bldg. 555 Hill UT 84056-5401 Phone: DSN 777-3257 Email: troy.tingey@hill.af.mil</p>
<p>Joe Sciabica, SES AFMC AFRL/CA Executive Director Air Force Research Laboratory Bldg 15, Rm 225, 1864 Fourth St, WPAFB, OH 45433 Phone: DSN 674-9100 – COMM 937-904-9100 Cell: 937-371-8604 Email: joe.sciabica@wpafb.af.mil</p>	<p>Thaddeus Wallace President, AFGE Local 1897 101 W Eglin Blvd, Suite 1201; Eglin AFB Building Eglin FL 32542-6810 Phone: DSN 872-5714 Email: thaddeus.wallace@eglin.af.mil</p>

<p>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: Randy.Shaw@wpafb.af.mil</p>	<p>Tom Robinson Executive Assistant, AFGE Council 214 4375 Chidlaw Rd. Wright-Patterson AFB OH 45433-5006 Phone: DSN 787-7092 – COMM 937-257-7092 Email: Thomas.robinson2@wpafb.af.mil</p>
<p>Jamie Schoening Alternate Secretariat HQ AFMC/A1KL 4375 Chidlaw Rd., Rm N208 Wright-Patterson AFB OH 45433-5006 Phone: DSN 787-3277 – COMM 937-257-3277 Email: Jamie.schoening@wpafb.af.mil</p>	

Not in Attendance:

Thomas Berard, AFFTC/CA