

**AFMC/AFGE COUNCIL 214 PARTNERSHIP COUNCIL MEETING MINUTES
6 AND 7 APRIL 2006
KIRTLAND AIR FORCE BASE**

The AFMC/AFGE Council 214 Partnership Council (PC) conducted its 20th meeting on 6 and 7 April 2006. The meeting was hosted by 377 ABW, Kirtland Air Force Base, New Mexico. A copy of the agenda, along with a list of the PC members/attendees, is attached.

1. Opening Remarks/Acknowledgements

Members assembled in the Daedalian Room of the Mountain View Club 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 Col. Feehan and his staff for hosting the meeting. Dr. David Jerome, HQ AFMC/A3, was introduced as the newest member of the Council and presented with a plaque by the Co-Chairs. Col. Terrence Feehan, 377 ABW/CC, was also acknowledged as a guest member of the Council and presented with a plaque. Co-Chair Westgate acknowledged Member Cazal, who was unable to attend the meeting. She also thanked Co-Chair Blanch for attending the Mindset of Leadership Training, held in conjunction with the PC meeting on 4 and 5 April.

2. Welcome/Mission Brief – Col. Gregory Foraker, NWC/CC, and Col. Terrence Feehan, 377 ABW/CC

Col. Gregory Foraker, Nuclear Weapons Center (NWC) Commander, welcomed the Council and guests and provided the mission brief for the newly stood up NWC. Col. Feehan presented the 377 Air Base Wing mission brief.

3. Summary Review of Action Items (AI) – Secretariat Rush

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 05-1-1: Recognition Program – The recognition memo prepared by Member Cazal was revised to incorporate JA's recommendation to delete language concerning soliciting gift certificates/donations from local businesses. The memo was officially coordinated with AFMC/JA and PA. Signature of the memo is pending the Goal Day decision. Therefore, this AI remains open

b) AI 05-1-3: ADR Program – The remaining open issue pertaining to this AI concerned the placement of the ADR Champion at WR-ALC, who is scheduled to PCS mid-2006. Discussion focused on several follow-on conversations between management and the Union to ensure the selection of the future WR-ALC Champion will be coordinated with AFGE Local 987. AI 05-1-3 was closed; however, follow-on concerns were raised regarding the recent selection of the ADR Champion at Tinker AFB. Member Peterson indicated he would contact OC-ALC/CL to ascertain the circumstances surrounding this selection. Guest Member Feehan complimented AFGE President, Local 2263, and the local Kirtland Civilian Personnel Officer and Labor Relations Officer for the progress made toward improved relations and reaching an ADR agreement

c) Goal Day – Concerns were raised regarding the recent suspension of Goal Days and union notification. It was noted this issue impacted the trust established between the parties; however, both indicated they would like to work collaboratively on the issue. AF/JA is reviewing the Goal Day guidance. Under the current policy, definition of group size is in question; limiting the group to a size smaller than a flight is being considered. AFMC/JA is working with Air Staff in developing/testing a Goal Day pilot demonstration project. Coordination and approval of the test would involve OPM and OSD.

d) AI 05-4-28: Mindset of Leadership Training – Members expressed positive feedback regarding the training held in conjunction with the PC meeting. An AI was taken to look into deploying the training throughout the command, initially targeting Union stewards and supervisors, then expanding it to other parts of the workforce.

e) AI 05-4-29: SAF/GCD Training: In view of the current NSPS status, this training has been suspended. If this training is reinstated, it will be reviewed for possible use by the PC. Meanwhile, this AI remains open, held in abeyance.

f) AI 05-4-30: Union-Management Strategic Planning Training – A statement of work has been completed and will be sent out to solicit bids. Based on funding concerns, an AI was taken to research the possibility of conducting this training in-house. Possible options suggested by Guest Member Feehan included hiring the contractors who are working on the balanced scorecard strategic plan and using the Acquisition Center of Excellence source selection facility. It was also noted Ms. Sherry Driver, HQ AFMC/A1DL, has replaced Mr. Gary Persons (retired Dec 05) in working PC training issues.

4. Center DP and Center / Wing Structure Update (AIs 04-2-4 & 04-2-16) – Member Peterson

Member Peterson provided an update on the Center DP and AFMC Center Reorganization. He noted the Center DP issue is held in abeyance pending AF decisions on how the entire force will be structured. The pyramid approach to force structure reductions, including both civilian and military positions, was discussed. Member Peterson will provide a status update on personnel service delivery, and force structure reductions relative to the Quadrennial Defense Review (QDR) and the posturing of Air Force at the next PC meeting.

5. Computer Access / Security / Training – (AI 05-2-12) – AFMC/A6X, Mr. Herbert Clonch

Mr. Clonch provided a status update on the IPT efforts to address the computer concerns of Wage Grade (WG) employees. A joint tasking memo, 6 Mar 06, was disseminated to Center CDs and local AFGE Union Presidents requesting pertinent data. Responses have been received from seven installations. While the data is still being reviewed, an initial assessment indicates the employee/computer device ratio looks good (i.e. 5 people per device) and resources may need to be reallocated to the correct areas. There are continued efforts to look into additional concerns including, ensuring employees have e-mail addresses, accessing the AF Portal with an e-mail account, information assurance training, and CAC access from a home residence. An AI was taken to determine the

amount of time it takes to log onto a group computer first, by using a CAC card, and second, by not using a CAC card. The MyPay Kiosk demo was also briefed. The demo went well, but revealed there are issues to be resolved. Location of Kiosks is a concern. Some cannot be easily located. There is also a lack of privacy and they currently do not accept CAC cards; however, they do have a feature which will allow them to accept a CAC card. Cost for each Kiosk is \$10,500 with an annual maintenance cost of \$2,000 per base. In looking at how best to meet the computer needs for WG employees, the first option, is to provide actual computers to access information. This option should help to ensure privacy. A second option is to supplement computers with Kiosks. General Germann, AFMC/SG, noted funding for Kiosks through the wellness program may be a possibility since employees must also access computers for wellness program information. A6 will continue to work these issues with the IPT members and provide regular updates (i.e. every 3 weeks) to CD. Co-Chair Westgate noted the updates should also be sent to Co-Chair Blanch and AFMC/A1SL.

6. Use of E-mail for Union Business – IPT Update (AI 05-4-30) – Mr. Tom Robinson, AFGE Executive Assistant

Mr. Robinson updated the Council on the Electronic Communications IPT. IPT Co-Champions, Co-Chairs and team members have all been identified, and a charter has been developed. Mr. Robinson briefed the scope and the approach the IPT will use in addressing e-mail concerns. In collaboration with A6, the IPT will develop and present recommendations to the PC.

7. Civilian Wellness Update – General William Germann, AFMC/SG

General Germann briefed the Council on General Carlson's approach to health and wellness of the workforce and thanked the PC for their support of the wellness program. Wingman Wellness Week is scheduled 8-12 May 06. Dissemination of a wellness survey to civilian and military employees is proposed in conjunction with the wellness initiative. The survey is voluntary and will assist in identifying general trends and education/training needs beneficial for improving wellness throughout the command. Based on the nature of the survey questions, concerns were raised regarding disseminating the survey to AFGE bargaining unit employees. Therefore, using a spiral approach, the wellness survey will be applied to nonbargaining unit employees and military members. The results of the survey will be reported at the next PC meeting. An AI was also taken to determine whether contractors are able to take the survey. If so, they will be included in the spiral 1 approach.

8. New Employee Orientation Program – Member Peterson

Member Peterson opened the briefing with a 90-second video, which included a promotional clip by Co-Chair Westgate announcing the new program. Co-Chair Westgate expressed her avid support for the course. Following the opening, the AFMC Heritage and Today video was shown. It was noted Members had taken 1/5 of the course by watching the video. The course may be accessed at <https://afkm.wpafb.af.mil/afmc-orientation>.

9. *OSHA Voluntary Protection Program (VPP) – Mr. John Sheehan, AFMC/SEG*
Mr. Sheehan provided an overview of Occupational Safety and Health Administration’s (OSHA) VPP. VPP was established as a recognition program aimed at promoting workplace safety and reducing on-the-job worker compensations claims. The DoD target for category of recognition is “Star,” representing “exemplary” and well beyond basic compliance with OSHA requirements. AFMC sites selected for the initial program rollout include Robins, Tinker, Hill, Wright-Patterson and Hanscom AFBs. With the exception of Hanscom, selections of these installations were based on civilian lost workday performance. Mr. Sheehan emphasized the importance of Union buy-in to the initiative. Co-Chair Blanch indicated Council 214 was on-board and fully supported the program. A campaign plan is currently under development to fit with the DoD plan. Co-Chair Westgate noted Co-Chair Blanch should be included in the coordination cycle on the campaign plan. Since VPP is an ongoing process, it was recommended an update be provided at the next PC meeting.

10. *NSPS Update – Co-Chair Blanch*

Co-Chair Blanch briefed the outcome of the judicial decision and its affects on NSPS implementation.

11. *Planning for Joint National Meeting – All Members/Secretariat Rush*

A target date for the Joint National Meeting will be scheduled in the late June/mid-July timeframe. Dates will be determined based on calendars and members will be notified. Co-Chairs Westgate and Blanch will plan to brief the PC Annual Report at the Joint National Meeting.

12. *PC Best Practice Award – Alternate Secretariat Williams*

Ms. Williams sought Council approval to solicit nominations for the 2nd annual AFMC – AFGE Local Partnership Council Best Practice Award. The award recognizes the achievements of labor-management partnership councils at the local level within the Command and covered by AFGE Council 214. The Council approved proceeding with disseminating the call for nominees. The award will be presented at the next Joint National Meeting.

13. *Review of AIs/Membership Rotation/Planning for Next Meeting*

A status was given on the AIs. Seventeen AIs were closed. Nine remained open and eleven new AIs were taken, for a total of twenty new/open AIs. There were no membership changes projected for the next meeting. Co-Chair Westgate expressed her interest in the current Council membership remaining in tact through 2006. The next PC meeting will be held in conjunction with the Joint National Meeting this summer. The meeting adjourned on 7 Apr 06 at 1130.

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BARBARA A. WESTGATE Date
Executive Director
HQ AFMC/CA

SCOTT BLANCH Date
President
AFGE Council 214

Attachments:

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

