

# AFMC/AFGE Council 214 Partnership Council Meeting Minutes

4-5 October 2011

## Kirtland AFB NM

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 34<sup>th</sup> meeting on 4-5 October 2011. The meeting was hosted at Kirtland Air Force Base, New Mexico. 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. He thanked Brig Gen Harencak, Dr. Brasure, and the local Kirtland AFB team for hosting the meeting. Dr. Butler reminded the council members that they last visited Kirtland AFB in 2009, where they participated in two days of collaboration training. Mr. Blanch also provided opening comments. He thanked the Kirtland team and said, "We've spent a lot of time out here lately". (This statement was in reference to the MLA negotiations taking place at Kirtland AFB over a three week period at the end of 2010 and beginning of 2011.) Dr. Butler again thanked Brig Gen Harencak and said, "Nuclear is the number one thing in the AF right now."

### 2. Mission Brief – Brig Gen Garrett Harencak, AFNWC/CC

Brig Gen Garrett Harencak provided an overview of Kirtland AFB and gave the mission brief for the AF Nuclear Weapons Center (AFNWC). He said Kirtland AFB was approaching their 70<sup>th</sup> anniversary and is the sixth largest base in the nation. Kirtland AFB is home to 119 mission partners. He said he has seen good and bad labor-management relationships and the local labor-management relationships are great. Kirtland AFB and their mission partners have over 3,500 active duty, civilian, and contracted employees at over eleven locations in the United States and Europe. Of the entire nuclear enterprise, the aim is for "all roads to lead to Kirtland AFB." Brig Gen Harencak said Kirtland is a calming force on the nuclear enterprise and provides on-time, on-target nuclear solutions. The AFNWC was activated in March 2006 and was declared fully operational capable in January 2011. Challenges to the nuclear enterprise are funding, aging weapons systems, and the virtually non-existent industrial infrastructure. To combat these challenges, Kirtland is streamlining sustainment by refurbishing and modifying current weapons systems, exercising positive control by ensuring 100% accountability at all times, and providing direct support to the warfighter.

Brig Gen Harencak stressed the importance of the nuclear weapons program and said, "We use them every day" as a deterrence. He said the AFNWC is actively trying to improve the holistic view of the nuclear enterprise and the greatest weapon system they have is the people who support the nuclear mission. Brig Gen Harencak asked for continued support and advocacy of the AFNWC.

### 3. Action Item Review & Local Labor-Management Partnership Councils – Ms. Jamie Schoening, HQ AFMC/A1KL

Ms. Schoening reviewed the action items that were still open from previous Partnership Council (PC) meetings. The members agreed to close action item 11-01-02, Evaluate Civilian Academic Programs to fund undergraduate degrees, pending the formation of a team to review hard-to-fill positions by Center and to evaluate whether money could be used to fund undergraduate degrees for employees who could be transferred into those positions. The members also agreed to close action item 11-01-06, Gate Access. Ms. Schoening said some of the remaining open action items would be addressed in briefings to be given later that day. The members agreed to look at those action items at the end of the briefings. Mr. Marshall raised an item that he thought should be an action item from the Council. He said there appears to be a wave of retirement eligibles and wondered how the PC could help expedite and streamline the process. The other members agreed this was a good issue and an action item was recorded.

An update on local labor-management PC's was provided. Ms. Schoening provided a list by Center of all local PC's. The only Center without an active PC (or alternate council) was Eglin. All Centers (except Eglin) have met within the past couple of months and are working together to address issues. Mr. Shaw asked if the information provided on the charts was adequate to meet the needs of the members. Dr. Butler suggested we

collect the information collected on the charts from both management and labor instead of just management. Mr. Blanch said Ms. Kristine Keeler, Executive Assistant, AFGE Council 214, would be the point of contact on the labor side. Ms. Schoening, HQ AFMC/A1KL will be the point of contact on the management side and will work with Ms. Keeler to populate the chart for future meetings.

#### 4. Labor-Management Forums – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw gave a briefing on labor-management forums as required by Executive Order (EO) 13522. The week of 19 September 2011, HQ AFMC/A1 hosted a DoD-wide train-the-trainer session on EO 13522. The training was facilitated by the Federal Mediation & Conciliation Service (FMCS) and was attended by management officials from DoD, Air Force, Army, and the Defense Logistics Agency as well as union officials from AFGE, NAGE, and IAFF. The train-the-trainer session focused on training individuals to help facilitate other agencies in forming Labor-Management Forums (LMF).

Mr. Wallace asked what the difference was between a LMF and a PC. Mr. Shaw said he thought they were one and the same. Mr. Robinson agreed, except LMFs are charged with instituting labor-management metrics and the institutional practice of pre-decisional involvement. A discussion occurred about pre-decisional involvement and how best to do pre-decisional involvement. Dr. Butler asked how the union would feel about signing non-disclosure agreements (NDA). Mr. Blanch said union folks have signed NDA's in the past. Dr. Butler said he wasn't sure if we are doing favors for the union when we share information that cannot be shared with other bargaining unit employees. Mr. Tingey said he thought the Command did a good job of involving the union pre-decisionally, but local installations do not. Mr. Blanch agreed and said HQ AFMC/A4 does a great job, but HQ AFMC/FM could have done a better job on the Controlled Spend Account (CSA) issue. Mr. Blanch said overall, Command does a good job. Mr. Shaw said we are so much farther ahead than any other DoD agency in sharing information on LMF's.

Mr. Robinson asked if the PC wanted to create a team to take on rewriting the PC charter and establishing metrics. Dr. Butler said we couldn't solve this issue at the meeting and we would need to revisit. Mr. Shaw said DoD is working on getting information out about pre-decisional involvement and metrics. Mr. Robinson said the union recently participated in training in Denver, Colorado and concluded the collaborative labor management relationship in AFMC was very far ahead of other agencies in attendance. Mr. Tingey asked how we can drive pre-decisional involvement down to the local level. Mr. Berard said he envisioned pre-decisional involvement as getting the average colonel to consult with the union before instituting change. Mr. Shaw said we are waiting on DoD to get back with us because DoD will be rolling out the train-the-trainer program, which should help locals establish their forums. He reminded the members that the Federal Labor Relations Authority (FLRA) already has established on-line training on EO 13522. After completion of the training, students receive a completion certificate. Mr. Wallace vouched for the training and had his stewards complete the course. He urged management counterparts to also take the course. Dr. Butler said he will send the information out on the FLRA on-line course and all PC members should take the course. He also recommended that all labor and union representatives complete the training. Dr. Butler said LMF's are a good theme for the next PC meeting and we'll look to evaluate the charter and establish metrics during a workshop at our next meeting.

#### 5. Master Labor Agreement (MLA) Update – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw also gave a briefing on the MLA. To date, the MLA has not been implemented.

In summary, the contract was successfully renegotiated in December 2010 and the contract was ratified by the union in February 2011. In March 2011, the Civilian Personnel Management Service (CPMS), who reviews contracts as the agency head, disapproved the contract on eight provisions. The negotiating parties reconvened in May 2011, but did not reach an agreement. In June 2011, the parties reconvened again and were able to reach an agreement. In July 2011, the union was not successful in getting the revised contract ratified. As a result of the non-ratification, management prepared a joint Federal Services Impasses Panel (FSIP) application for assistance.

There are three outstanding issues with the contract: Article 2, which addresses employees at Hurlburt Field, Article 22, which now conflicts with USAF policy on the Controlled Spend Account (CSA), and Article 24 on sick leave. Mr. Steenbock said CPMS is now willing to accept the Article 2 language as originally ratified. He said he will issue a letter to the union regarding the continued, approved usage of the CSA card as a debit card. This will resolve the issue on Article 22. The parties are at impasse on Article 24.

The next steps will be to file the application for assistance with the FSIP and wait for the decision from the panel. Once the decision is issued, the parties will take the appropriate steps to implement the new MLA.

6. Telework – Ms. Jamie Schoening, HQ AFMC/A1KL

Ms. Schoening provided an update on where AFMC stands relative to the Telework Enhancement Act of 2010. The Telework Enhancement Act requires agencies to develop telework policies under which eligible employees may be authorized to telework, to determine employee eligibility to participate in telework, to notify employees of their telework eligibility status, and to incorporate telework into Continuity of Operations Plans (COOP).

AFMC is actively working all of the requirements of the Telework Enhancement Act. Ms. Schoening said telework policy is being drafted at DoD, AF, and AFMC levels. The revised DoD telework policy is due to be released during the month of October. AF and AFMC policy will follow the revised DoD instruction. Surveys to determine the number of ineligible positions across AFMC have been conducted. As of May 2011, approximately 16,000 GS-type positions were determined ineligible for telework and all wage grade positions were determined ineligible. Discussion ensued over how the eligible positions were identified. Ms. Schoening said the Centers reported the numbers. Mr. Wallace questioned the ineligibility of wage grader, suggesting telework would be suitable for training and administrative duties. Dr. Butler said he could see wage grade employees teleworking one day a month. Mr. Robinson questioned whether the Centers reviewed each position or made short-cut generalizations to answer the survey. He suggested that with pre-decisional union involvement the survey results would be credible.

Ms. Schoening also briefed the Lightweight Portable Security (LPS) software that is the new AFMC mandated solution for home PC use when teleworking. The LPS software protects government networks by bypassing employees' hard drives and networks. Large-scale telework exercises are planned for March 2012, which will help to identify gaps in policy, technology, funding, and support.

Dr. Butler hailed LPS as an example of pre-decisional involvement success, and said we would not be where we are today on telework if it hadn't been for the union and the PC.

Ms. Schoening said her office and the union have started the bargaining process. The union submitted proposals, which are now being reviewed by HQ AFMC/A1 and HQ AFMC/A6/7. Once bargaining obligations are complete, employees will be able to participate in telework in accordance with program policies and procedures. Mr. Tingey asked if there was a model telework agreement that could be shared with the group. All employees who telework, regardless of frequency, are required to have a telework agreement in place. It would be good to have basic agreements with employees in place prior to a situation that requires telework (e.g. weather emergency, illness, or injury). Mr. Sciabica said AFRL has one and will share it with the rest of the members.

7. Computer Access for the Wage Grade Workforce – Mr. Scott Blanch, President, AFGE Council 214

Mr. Blanch spoke about computer access for the wage grade workforce. He said he has recently heard of employees being harassed for being on the computers, employees being told they cannot use the computers, or must only do so during breaks. He said we need to look at reissuing policy letters on computer access for wage grade employees. Mr. Blanch provided copies of letters on this subject from Gen Carlson, former AFMC/CC and Mrs. Barbara Westgate, former AFMC/CA. Dr. Butler agreed that the policy letters should be updated. An action item was recorded. The members also discussed computer access for social media (e.g. facebook, twitter, etc). Dr. Butler said we should look into AFMC's computer use policies in addition to computer access.

8. VERA/VSIP – Mr. Eric Dilworth, HQ AFMC/A1K

Mr. Dilworth provided a briefing on the current AFMC Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payment (VSIP) programs. VERA and VSIP are primarily used for workforce shaping and for reduction in force (RIF) avoidance. AFMC is currently using VERA/VSIP for RIF avoidance. Employees who are 50 years old with 20 years service, or any age with at least 25 years service (CSRS & FERS) are eligible for VERA. Employees are eligible for VSIP if they are serving on an appointment without a time limit for a continuous 12 month period. The Civilian Personnel Section (CPS) identifies eligible employees, offers VERA/VSIP, and accepts applications. The Air Force Personnel Center (AFPC) Benefits and Entitlements Services Team (BEST) processes retirement applications. Mr. Dilworth said AFPC has moved more employees in to the retirements area and have already cancelled holiday leave to handle the additional

workload. Mr. Steenbock said delays in the processing of retirements usually occur at the Office of Personnel Management (OPM) or when there is a missing Official Personnel Folder (OPF).

Dr. Butler said RIF is not targeted to the blue collar workforce and the Working Capital Fund (WCF) is not part of the proposed cuts. Mr. Blanch said the fact that WCF is not part of the VERA/VSIP did not surprise him. He asked if someone could "bump" a wage grade employee. Mr. Tingey said he doubted it would get down to that level. Dr. Butler said the purpose of VERA/VSIP was to protect someone's job, so if a wage grade employee were at risk, a VERA/VSIP could be offered. Mr. Dilworth reminded the group that if someone who takes a VERA/VSIP is re-employed within five years, they are required to repay any incentives they received.

Mr. Dilworth discussed the timeline for VERA/VSIP actions. Currently, CPS is matching VERA/VSIP applicants with targeted cuts. The target date for notifying employees is 1 November 2011. Employees are to respond by 4 November 2011 and 31 December 2011 is the separation date for VERA/VSIP employees. Mr. Tingey asked how long it takes AFPC to process the application and submit it to OPM. Mr. Dilworth said he would check, but believes it is 30 days. Mr. Dilworth said if AFMC gets all matches, we should avoid RIFs. Mr. Wallace asked if there would be any RIFs in AFMC. Dr. Butler said we couldn't say with 100% accuracy, but the goal is to have zero RIFs. Mr. Blanch asked why Tinker only surveyed 10% of their population. Mr. Marshall explained that Tinker completed two surveys: the first survey was to the entire workforce, the second survey was to a targeted group. Dr. Butler said organizational changes may drive more matches. Mr. Tingey asked if we knew exactly how many people we needed to cut. Dr. Butler stated we already know of RMD 702 cuts, but another huge cut is coming. Mr. Wallace asked if Eglin was the only Center to issue RIF notices. Mr. Dilworth said no RIF notices have gone out to date. Mr. Wallace said he knows for sure that Eglin has issued three notices. Dr. Butler said isolated "pocket RIFs" happen all the time and the RIFs at Eglin could be such actions. Mr. Steenbock said there will be two rounds of VERA/VSIP. Dr. Butler said some changes could occur based on what Congress decides to do. Mr. Tingey said he is already starting to see a lot of restructuring. Dr. Butler said restructuring is quite possible.

#### 9. Suicide Research – Lt Col Franklin Swayne, HQ AFMC/SJOB

Lt Col Swayne gave an update on suicide trends and research. Since 2001, AFMC has had 95 civilian suicides. The recent RAND Corporation study on suicides gave AFMC unique tools that help calculate the expected suicide rate. AFMC's goal is to have zero suicides; however, we know that because it is a human condition, suicides will happen again. AFMC now has a post suicide plan and response. Lt Col Swayne spoke of Dr. Joiner's research from Florida State University. Dr. Joiner's research has helped identify three key risk factors for suicide: perception of isolation, perception of being a burden, and overcoming fear of self-death. If all three of these factors are present, an individual is more likely to commit suicide.

Lt Col Swayne said we are moving away from suicide prevention and moving towards promoting resiliency. Mr. Dave Taylor, HQ AFMC/A1R spoke of resiliency at the last PC meeting at Hill AFB in Jan 11. Resilience, defined as "the ability to adapt to adversity and overcome barriers" is the key to preventing suicide.

#### 10. Ancillary Training – Mr. Mitch Clark, HQ AFMC/A1DS

A briefing on ancillary training was presented by Mr. Clark. Ancillary training is workforce-wide, mandatory training, guidance or instruction that contributes to mission accomplishment. Ancillary training does not include functional or occupational training. There are buckets of training that are considered ancillary: Total Force Awareness Training (TFAT), Selected Force, Event Driven, and Expeditionary Skills. Currently, ancillary training consists of approximately 77 hours of training. The trend over time is to reduce the amount of ancillary training. Most employees complete ancillary training online via the Advanced Distributed Learning Service (ADLS). If an employee does not have access to a computer, the slides can be downloaded and printed. Mr. Clark said the Air Force Learning Committee (AFLC) is the gatekeeper of ancillary training. The AFLC reviews proposed topics and recommends which should receive emphasis in AF institutional competency development and total force training requirements. The AFLC then recommends the topics to the Force Management Development Committee for final approval / disapproval. Mr. Wallace asked how the required course frequency is determined. Mr. Clark said the functional brings course and requirements to the AFLC and the AFLC approves the schedule.

#### 11. Supervisor Training – Ms. Maggie Grace, HQ AFMC/A1D

Ms. Grace provided a briefing on supervisor training, which outlined mandatory supervisor training and supporting tools. New supervisors are required to complete, within 120 days, the USAF's Supervisor's Course,

Civilian Personnel Management Course (CPMC), and Military Personnel Management Course (MPMC) (if applicable). The courses are delivered virtually by the Air Education Training Command (AETC). AFMC has had a 92-93% on time completion rate.

Mr. Marshall asked Ms. Grace if the folks at Tinker have kept HQ AFMC/A1D updated on supervisor training at the Air Logistics Centers (ALC's). Ms. Grace said absolutely. She said the Emerging Leader program put in place at the ALC's is great and would like to brief it at the next PC. Dr. Butler said the Emerging Leader program is a forward looking program to develop a pool of supervisor qualified candidates. Mr. Tingey said the Emerging Leader program was voluntary though and there is no pressure to take it. Dr. Butler said at Tinker, you can't be a supervisor without going through the program. Mr. Marshall agreed with Dr. Butler.

Ms. Grace talked about the Supervisor's Resource Center (SRC), which is an on-line portal dedicated to meeting the needs of supervisors. She said the SRC provides targeted information to supervisors.

Ms. Grace also talked about continuous learning programs that are forthcoming. The continuous learning programs will be based on AF Institutional Competencies. Proposals address personal development, people/team development, and organizational competencies. In the future, DoD will be mandating continuous learning requirements. Dr. Butler said the goals of the continuous learning programs are to improve supervision at every level – not just new supervisors.

Mr. Tingey asked AFMC had supervisors that refused to take training. Dr. Butler said we have a one year probationary period and supervisors could be removed if they refuse to take training.

## 12. Drug Testing, Mr. Tom Robinson, Executive Assistant, AFGE Council 214

Mr. Robinson gave an update on drug testing. The Federal drug testing program was born in the 1980s in what he characterized as a "climate of crises." A 1987 public law put the Department of Health and Human Services (HHS) in charge of a government-wide program that featured random drug test for employees in positions involving a high degree of safety or security sensitivity. The Air Force published a list of these "testing designated positions" (TDPs) in a drug testing regulation, which AFMC negotiated with the union and implemented in 1990. The AFMC drug testing program remained unchanged for the next 20 years. During that time, various Agency policies were challenged in court. HHS updated its TDP guidance in 1999 to reflect the legal lessons learned.

2010 was a pivotal year. HHS issued new "Mandatory Guidelines" modernizing the procedures and standards for testing. They also issued Guidance for Selection of TDPs, which did not change significantly from their 1999 guidance. AF subsequently issued AFI 44-107, *AF Civilian Drug Demand Reduction Program*, which incorporated the new HHS procedures, but also significantly expanded the list of TDPs. The biggest increases were seen in the aircraft mechanic specialties, where general mechanics (already subject to testing) were joined by every other specialty. As a result, the number of AFMC TDP's increased from approximately 13,000 in 2010 to a projected 28,000 in 2011. The union felt that expanded drug testing was not justified due to the low and declining drug use detected. It regards it as a waste of resources. It objects to the lopsided logic of using a test that detects marijuana for weeks, but hard drugs for only days, and treating the two offenses as equal. The union also opposes removal as penalty for a first offense. It took a year to work through the issues, but the parties reached agreement and implemented the AFI in June.

The AFI set the testing rate to 100% (meaning 100 tests per year for 100 TDPs). Dr. Butler said the PC played a role reducing the rate. The PC was briefed on drug testing last year and he subsequently told SG that AFMC could not test at 100%, but to test at 50%, since funding is being reduced. Mr. Steenbock said there is a manpower issue and it is inefficient to hire more folks. Rate reduction is still in play, since the union counter-proposed testing at a rate proportional to the drug use detected. Since positive results are occurring at a rate of .3%, the union proposal would reduce the testing rate to 30%.

Dr. Butler asked where the parties currently stand. Mr. Blanch said the parties are at impasse, but a mediator has not been brought in yet. Mr. Steenbock said HQ AFMC/A1 is actively working all issues.

Mr. Robinson went on to discuss new issues popping up. Centers are interpreting guidance differently. The most troubling were excessively broad interpretations of TDP Category II, Type 5: employees with access to "truly sensitive" national security information. He said AFGLSC and perhaps other organizations have translated this to mean everybody with a security clearance. A small paragraph in AFI 44-107 identifies these TDPs as "position codes 5 and 7" as defined in a separate AFI on security. The codes appear in an attachment

describing various levels of background checks. Position code 7 equates to "non-critical sensitive" positions, which is the lowest level of sensitivity Air Force assigns. Mr. Robinson said neither management nor the union held that interpretation when bargaining the AFI. Considerable discussion followed. Nobody present supported the expansive definition. Mr. Shaw characterized the problem as inconsistent implementation and said HQ AFMC/A1 is aware and looking into the way guidance is being interpreted at the Centers. Dr. Butler asked A1 to take an action item to find and fix Center anomalies in the identification of TDPs.

Dr. Butler asked what the union's interests were regarding the overall drug testing program. Mr. Blanch said the union views random drug testing as a privacy violation and a personal infringement. The union supports testing for cause, but opposes random testing altogether.

#### 13. Update on the Transfer of Injury Compensation to AFPC – Mr. Steenbock, HQ AFMC/A1

Mr. Steenbock spoke to the slides from AFPC on the transfer of injury compensation. AF is only DoD component administering injury compensation from a centralized office. The AFPC injury compensation team serves as the focal point for all work-related civilian injuries between the injured worker, their supervisor and the Department of Labor Office of Worker's Compensation Programs. The team is comprised of 32 members. Tinker AFB, Hill AFB, Wright-Patterson AFB, Robins AFB, and Brooks City Base have already transferred injury compensation to AFPC. The remaining bases are scheduled to transfer in early 2012.

Injury compensation programs cost the AF approximately \$130M/year. AFPC's fraud team has already saved the AF almost \$6M to date. Additional funding was granted for FY12 to hire a private investigation agency that can perform surveillance, hospital canvas, and background checks.

Mr. Steenbock said the centralized workload resulted in residual workload that transferred to supervisors. Mr. Tingey raised a number of issues about supervisors being kicked-out of the system and not knowing how to file claims. He also said he did not believe we were meeting the timelines required by the Department of Labor. Mr. Steenbock admitted the new arrangement puts the burden on supervisors to be the on-site expert and said we have been addressing those issues with AFPC and will continue to do so. Mr. Steenbock also said he will get AFMC-specific data on claims, timeliness, etc and share that information with the group.

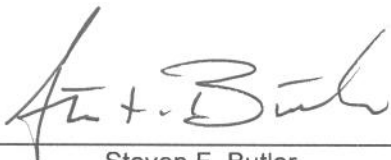
#### 14. Wrap-up and Closing Remarks – All Members

The list of action items was reviewed. The members agreed to meet again at Robins AFB in February 2011. The tentative dates for the next PC meeting are 14-15 Feb 12.

Dr. Butler announced Mr. Tom Berard, AFFTC/CA would be retiring in December. The members thanked Mr. Berard for his support of the council. Mr. Berard said he enjoyed his time on the PC and believes he has a good relationship with the local Union President at Edwards AFB. Dr. Butler also announced that Mr. Tom Clark, President, AFGE Local 2221 is also hoping to retire by the end of the year. Mr. Clark said he has been on the PC several different times and has enjoyed his time on the PC.

Dr. Butler thanked everyone for their efforts during the day and said we had a lot of good discussion. He reminded the members of the AFNWC tour that was planned for the following day. The meeting was then adjourned.

#### Minutes Approved By:



Steven F. Butler



Scott Blanch

### 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	Inventory report was due to HQ AFMC/A6/7 on 1 Oct 11. Will provide an update at the next PC meeting.	OPEN
10-03-07	Track progress of New Beginnings performance management team	A1 & C214	Will provide an update at the next PC meeting.	OPEN

### Carry-Over Action Items from Hill Meeting 25-26 Jan 11

11-01-03	Provide definitions of on-call, standby, and call-back to the field	A1	Information will be sent out in conjunction with implementation of new MLA.	OPEN
11-01-05	Review MSPB decision on limited removals after security clearance revocation and issue guidance to the field	A1	Waiting on further guidance from DoD and/or AF (currently in litigation).	OPEN

### Action Items from Kirtland Meeting 4-5 Oct 11

11-03-01	Evaluate retirement processing timelines – see what problems delay retirement pay and how AFPC is managing its role as benefits counselor during this active retirement season.	A1		OPEN
11-03-02	Analyze and develop a proposal to address the differences between a Labor-Management Forum and our Partnership Council. Consider an update to our charter.	A1 & C214		OPEN
11-03-03	Send link to PC members, LRO's and Union Reps regarding online FLRA training on EO 13522	A1 & C214		OPEN
11-03-04	Form a team to look at Labor-Management Forums and what areas of our current charter need to be updated and what types of metrics we should use to measure our success	A1 & C214		OPEN
11-03-05	Draft letter to union on Article 22 regarding continuing to use the CSA card as a debit card	A1		OPEN
11-03-06	Share model telework agreement with PC members	A1		OPEN
11-03-07	Draft new policy letters on computer access and computer use policies	A1		OPEN
11-03-08	Form team to review hard-to-fill positions by Center and evaluate whether or not having CADP money for undergraduate degrees would help close the gap in educating employees who could move into these positions		Write a charter and select co-champions	
11-03-09	Find and fix Center anomalies in the identification of drug testing positions.	A1 & SG		OPEN
11-03-10	Verify number of injury compensation case files for Edwards AFB	A1		OPEN
11-03-11	Review AFMC-specific injury compensation metrics by Center	A1		OPEN
11-03-12	Review continuation of pay (CoP) policies and identify why leave buy-back is still an option	A1		OPEN