

AFMC/AFGE Council 214 Partnership Council Meeting Minutes

28-29 February 2012

Robins AFB GA

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 35th meeting on 28-29 February 2012. The meeting was hosted at Robins Air Force Base, Georgia. 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 said this has been a big news season with the signing of the Master Labor Agreement (MLA) and all of the downsizing activities. He announced Mr. Clark received a VERA/VSIP incentive and will be retiring after 43 years of service. Dr. Butler thanked Mr. Clark for his contributions. Dr. Butler also announced that Dr. Simpson, was retiring in March and this would be his last meeting as well. He then thanked Mr. Gonzalez and the local Robins AFB team for hosting the meeting. Dr. Butler reminded the council members they last visited Robins AFB in 2009. Mr. Scott thanked everyone for attending. Mr. Gonzalez welcomed the members and said the staff was ready to assist with whatever was needed. Mr. Blanch also provided opening comments. He thanked the Robins team and said he believed Mr. Shaw was instrumental in getting the MLA approved. He thanked Mr. Shaw for his efforts. Ms. Schoening reviewed the agenda with the members.

2. Mission Brief – Mr. Jorge Gonzalez, WR-ALC/EN

Mr. Gonzalez provided the Robins AFB mission brief highlighting the key programs and associate units located at Robins AFB. Mr. Gonzalez gave the history of the base and said the primary functions of the base are sustainment services including program management, product/commodity support, maintenance, installation support, and force deployment. He said Robins AFB is “much more than a depot” and hosts seven associate units including: HQ Air Force Reserve (AFRC), 116th Air Control Wing (ANG), 461st Air Control Wing (ACC), 689th Combat Communications Wing (AFSPACE), Defense Logistics Agency (DLA), AF Global Logistics Support Center (AFMC), and Marine Aircraft Group 49, Det A (USMC). Robins AFB has an economic impact of \$4.5B and employs 23,724 people (military and civilian). There is also a huge retiree impact to the community with over 25,000 retirees in the area. This year, Robins AFB has gained 560 positions. The average salary is \$39K per year. Robins AFB is home to over 1,100 facilities and has the largest runway in the region. Robins AFB is also home to the Museum of Aviation, the third most visited DoD museum with over 650,000 visitors per year. Mr. Gonzalez finished the mission brief by saying Robins AFB is the state of Georgia’s largest industrial complex.

3. Local Partnership Update – Ms. Gayle Bowen, WR-ALC/DPL

Ms. Bowen provided a briefing on the local partnership council activities. The Center-level partnership council focuses on strategic issues. The partnership council concept has been deployed throughout the Center and councils are in place at the Center, Wing, and Group levels. Ms. Bowen highlighted a number of success stories including a joint effort to improve occupational safety and health, which succeeded in getting Robins AFB off the top 40 listing of federal installations for Lost Work Days; instituting a new joint award for Fostering Leadership in People, recognizing employee contributions in the workplace; and scheduling a series of joint labor/management training sessions with the Federal Mediation & Conciliation Services (FMCS). Dr. Butler said the Robins team has come a long way in a few years and he sees a lot of good things happening including increased productivity and improving TCIR and DARTT rates. Mr. Shaw asked about multi-skilling. Mr. Scott said they were still working on a process for multi-skilling – they’ve tried compensating with Time-Off Awards (TOA’s), but there were issues so they are still working on a process. Mr. Blanch said Robins has had some big battles and sometimes that’s what it takes to get things resolved. He said the parties (labor and management) are coming together and doing great things.

4. Action Item Review – Ms. Jamie Schoening, HQ AFMC/A1KL

Ms. Schoening reviewed the list of open action items. The following action items were closed: 10-03-02, 11-03-01, 11-03-02, 11-03-03, 11-03-04, 11-03-05, 11-03-06, 11-03-07, 11-03-10, 11-03-12. The following action items remained open: 10-03-07, 11-01-03, 11-01-05, 11-03-08, 11-03-09, and 11-03-11. A new action item was opened to brief the replacement of the Controlled Spending Account (CSA) card. An action item was also opened to continue to review the transfer of Injury Compensation programs to AFPC. Ms. Schoening is working with the ESOH Council to have this action item raised to Gen Hoffman for a vector on the way ahead.

Action item 11-03-09 (Fix TDP Anomalies) was discussed in some detail. Mr. Robinson explained how the issue arose. When the new AFI on drug testing was received, some organizations interpreted it to require coding all "noncritical sensitive" positions as testing designated positions (TDPs). This would expand testing to anyone with a secret clearance. Both union and management agreed the intent was to cover only employees with routine access to "truly sensitive national security materials. A1 took an action item at the October 2011 PC to work the issue. In February, AF/SG issued updated guidance to require testing positions with routine access to top secret (not secret) materials. Mr. Robinson commended HQ AFMC for getting decisive guidance, which should settle the issue. He said the union and A1 are working on an MOA to implement the AF/SG guidance and settle a related dispute on the drug testing rate. Dr. Butler asked if any erroneously coded TDPs had been tested and, if so, did any tests come up positive? An action item was opened to review the number of TDP's that were incorrectly coded to see if there were any positive test results.

5. Master Labor Agreement Update – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw gave an update on the Master Labor Agreement (MLA). Mr. Shaw said this was a good news story because the MLA is now signed and will be implemented on 1 April 2012. Mr. Shaw provided an overview of the bargaining history. After a lot of back and forth with DoD and a couple of renegotiation sessions, DoD received the revised contract in November 2011. DoD had 30-days to review the contract. After 30-days, DoD did not approve or disapprove the revised contract resulting in automatic approval. A ceremonial signing took place in February by AFMC/CC and Mr. Blanch. Mr. Shaw said the contracts are currently being printed and will be delivered to union and management sites by the end of March. Mr. Shaw also said training on the new MLA is currently underway. Mr. Blanch said "divine intervention" took place to get the contract approved. He also said the AFGE National Office was impressed with the contract and how the parties were able to avoid a third party. Mr. Tingey said we really owed credit to the mediator, Mr. David Martinez, Commissioner, Federal Mediation & Conciliation Services (FMCS). Mr. Blanch said the parties received a lot of help from FMCS.

Dr. Butler asked what DoD's big issue was with the contract from the beginning? Mr. Shaw said the big issue was sick leave language that had been in place since 1976. Mr. Blanch said of the original eight articles that were rejected by DoD, the union probably came out better on every one. Dr. Butler asked if we confirmed with DoD that they intentionally did not respond to the revised contract. Mr. Steenbock confirmed that he did. Mr. Marshall asked about Local Supplement Agreements (LSA's). Mr. Blanch said there will be LSA's, but they will focus on truly local issues. The new MLA does not permit its articles to be locally supplemented unless expressly authorized in the article. Mr. Shaw said the next step is to go through the 300+ Memorandum's of Agreement (MOA) to see what MOA's are still in effect and what MOA's delegated bargaining to the local level. Mr. Tingey said we needed to go through the MOA's prior to any local negotiations. Mr. Tingey said another concern is ADR's that are still in progress. At Hill AFB, the ADR office is being dismantled. Mr. Tingey suggested grievances filed prior to 31 March should be finished by ADR. Mr. Shaw took an action to review that suggestion.

6. Depot Symposium, Mr. Ross Marshall, OC-ALC/CA & Mr. Scott Blanch, President, AFGE Council 214

Mr. Marshall and Mr. Blanch provided a briefing on the Depot Symposium. Mr. Blanch said they were told by a staffer at the AFGE National office that representatives from Council 214 should attend, so he and the local Presidents from the three Air Logistics Centers (ALC's) attended this year's symposium. Mr. Blanch said the symposium was attended by public and private employees and companies including Lockheed Martin, Boeing, Honeywell, Bell Helicopter, and American Airlines. Mr. Blanch said it was a huge conference and a great learning experience.

Mr. Marshall said the symposium is the premier maintenance conference in DOD, with the Deputy Assistant Secretary of Defense for Maintenance appearing as a featured speaker. Mr. Marshall talked about the featured topics: Depot maintenance & Title 10, the depot of the future, and unmanned aircraft – maintenance support challenges. Mr. Marshall also spoke about sessions focusing on delivering maintenance at a lower cost and several of the breakout sessions. Mr. Marshall said Ms. Vickie Plunkett, HASC professional staff member, gave

a great presentation and talked about “doing less with less.” He said Ms. Lorna Estep (Deputy Director, AFMC/A4) gave a notable presentation on organic/contract sourcing.

Dr. Butler asked Mr. Blanch if everything got resolved regarding the “50:50” Rule (organic versus contract). Mr. Blanch said yes – the concern was over software maintenance, which is a catch-all. It turns out software maintainers are already counted under the organic category, so there is no concern about displacing production workers by adding them in.

Mr. Marshall provided notes from Lt Gen Reno’s briefing. Lt. Gen Reno said we aren’t going to be doing more with less. We need to lead, collaborate, and adapt. We need to stay positive and try to see things the way others do. Mr. Marshall said attendees learned a lot from customers, but customers also learned a lot from us.

Mr. Marshall talked about the highlight event – the DoD maintenance award, which was given to the Tinker KC-135 Team. Mr. Marshall said this was the first time AF won the award. Mr. Blanch said it is a very prestigious award. Each ALC submits a nominee for the award and those nominees compete at the AF-level. Dr. Butler said we recently had the service contract review on the KC-135 and the government team way out performed the contractor team. He said typically contractors outperform government because of better supply chain capabilities. Now, Boeing is actually coming to Tinker to review how the government team does what they do.

Mr. Marshall said it was great to have labor folks at the symposium and it was good for management and labor to hear the same messages from senior leaders. Mr. Blanch agreed and said the labor attendees came brimming with issues. Mr. Blanch said this is a good news story and the next symposium will be held in Grand Rapids, MI. Dr. Butler asked if management was funding this again for next year. Mr. Blanch said the union funded themselves; however, AFMC/A1 provided official time for union representatives to attend.

7. Multi-Trades Demo – Dr. Kyle McKown, HQ AFMC/A4PT

Dr. McKown provided an update on the multi-trades concept. Dr. McKown gave the history of the multi-trades project. Of three ALC proposals submitted AFMC selected the OO-ALC plan as the pilot. The proposal looked at multi-skilling mechanics in Low Observable Surface application, a much needed specialty for maintaining the F-22 fleet. Benefits of this proposal included improved skills in workforce, increased flexibility, and improved throughput.

The Office of Personnel Management (OPM) non-concurred with the package in three areas citing no justification for revised classification, conflicts with current classification system, and insufficient training time. HQ AFMC/A4 said they still believed the program was still worth pursuing and the Center Directors at the three ALC’s agreed. Dr. Butler asked if we have support from AF. Ms. Estep said she was working on it, but we will need a legislative extension. SAF/LL will submit an extension request. Dr. Butler asked if anyone spoke directly with OPM. Ms. Estep said yes, but OPM is not willing to support anyone receiving a pay raise based on multiple skills. Dr. McKown said OPM was looking at short-term costs and did not believe there were any savings associated with the program. Ms. Estep said a detailed business case analysis would substantiate the cost savings. After a discussion on whether or not to proceed on a business case analysis, it was decided HQ AFMC/A4 would pursue writing a business case analysis.

Mr. Marshall asked if Navy was still pursuing a multi-trades program. Ms. Estep said the Navy received early approval; however, they did not launch a proposal until AF took the lead and now they are holding.

Mr. Blanch said he has been involved in multi-skilling most of his career and the hard issue was pay and classification. He said he believed OPM was “jerking” us around. AFGE supports the multi-skilled arrangement and is supporting legislation to make this program happen. Dr. Butler said the Partnership Council will endorse the business case and suggested A4 should work with A8/9 on the business case.

8. Local Labor-Management Partnership Councils – Ms. Jamie Schoening, HQ AFMC/A1KL

Ms. Schoening presented the chart on the status of local Partnership Councils. A discussion occurred about the inclusion of Hurlburt and whether or not management was on-board with having a Partnership Council. Hurlburt officials have proposed partnership separate from Eglin. Ms. Schoening went through the individual base comments that were provided by management and union officials. Mr. Tingey said the union disagreed with Hill management’s claim that VPP committees served as the local partnership council. Local union and management accounts differed at other bases shown on the chart. Dr. Butler said the chart was a work in

progress; however, he hoped to see a coordinated management and union response to the status of the local relationship. Ms. Schoening said she would change the chart for next time and ensure the comments are a coordinated effort.

9. Labor-Management Forums – Mr. Tom Robinson, Executive Assistant, AFGE Council 214 & Ms. Jamie Schoening, HQ AFMC/A1KL

Mr. Robinson and Ms. Schoening provided a briefing on Labor-Management Forums (LMF). Ms. Schoening began by talking about the requirements of Executive Order 13522, *Creating Labor-Management Forums to Improve Delivery of Government Services*. The four main components of EO 13522 are the establishment of the National Council, establishment of LMF's at the level of recognition, implementation of pre-decisional involvement (PDI) to the fullest extent practicable, and the requirement for metrics to measure success of the LMF. Mr. Robinson spoke about appropriate levels for LMF's. DoD is making significant progress; however, the LMF at this level can be problematic because it is too far above the level of recognition. AF just implemented the AF labor-management roundtable, but this is also too far above the level of recognition. HQ AFMC holds level of recognition with Council 214 and our PC has been operational for years. LMF's can also be established below the level of recognition at the Installation or even Wing, Unit or Organization level.

Ms. Schoening and Mr. Robinson reviewed the number of management and labor completions of the web-based EO 13522 training presented by the Federal Labor Relations Authority (FLRA). Ms. Schoening agreed to get more detailed numbers on managers and personnelists who took the course. A chart showing the differences between PC's and LMF's was presented. The differences are very subtle except for PDI and metrics, which are the two main differences. Mr. Robinson said a PC practices PDI, but a LMF institutionalizes PDI.

Ms. Schoening gave an overview of PDI. She said it was important to note that PDI does not replace bargaining. Mr. Robinson and Ms. Schoening gave examples of PDI and said there are plenty more at the local level. Mr. Blanch said the problem with PDI at the AF level is that the union cannot get involved at the first stage. Dr. Butler said another problem is the military culture and that commanders are not trained to think about union input when devising regulations. Mr. Blanch said they need to be thinking about union input. Dr. Butler acknowledged there was an inherent flaw in the system.

Ms. Schoening spoke about metrics and said LMF's are expected to measure mission performance, employee satisfaction, and the labor/management relationship. Ms. Schoening said the current PC needs to adopt metrics that make sense and establish a regular reporting process.

Mr. Robinson suggested the way ahead is for the PC to establish an EO 13522 team that would review the current PC charter and make changes to the current charter to incorporate PDI and metrics. Dr. Butler and Mr. Blanch volunteered to co-champion the EO 13522 team.

10. AFI 40-102, *Tobacco Use in the Air Force* – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw provided an overview on the status of the new AFI on tobacco use in the AF. Mr. Shaw said AFMC has a rich litigation history on tobacco. Mr. Shaw said the goal of the new policy is to work toward a smoke-free Air Force in order to promote health and mission readiness. AF recently completed National Consultation Rights (NCR) and AFGE provided comments on the proposed AFI. Dr. Butler asked if any pre-decisional involvement (PDI) took place prior to completing NCR. Mr. Steenbock said the AF labor/management round table is still trying to do PDI and NCR.

AFGE had four main themes of concerns in the proposed AFI: AF facilities being smoke free, but still allowing the sale of tobacco products on-base, inclusion of smokeless tobacco in the policy, exceeding of government-wide rules on 50-foot rule, and medical treatment facilities being completely smoke free. A discussion about perceived harms and e-cigarettes took place. Dr. Butler asked where we currently stand. Mr. Blanch said he thought what we have in place now is reasonable – we have a 25-50 foot smoke free range away from buildings and e-cigarettes are not a problem. Council 214 successfully litigated a ban of smokeless tobacco where the issues were essentially the same. Dr. Butler asked if this policy would be bargained at Center-level. Mr. Shaw and Mr. Blanch said it would be bargained at the Command. Mr. Marshall asked what happens to local agreements. Mr. Blanch said local agreements on smoking areas will remain. Mr. Steenbock said AFMC/SG had a strong motivation to implement the AFI as written. Dr. Butler asked how we get union exceptions worked into compliance inspections. Mr. Robinson said the PC worked that precise issue to include union agreements in compliance inspections. Mr. Shaw said we have provided the IG office copies of our MOA's to adjust checklists accordingly.

11. Services Transformation – Ms. Sherre Collier, HQ AFMC/A1S

Ms. Collier provided a briefing on the transformation of AF Services programs. Dr. Butler said the vision is to construct a “super base” model against which to evaluate each base’s services and determine what should be on base and what services can be obtained outside of the base. Mr. Tingey said this was a good topic for PDI. Ms. Collier spoke about reducing our footprint and consolidating facilities. She said Global Base Support (GBS) initiatives might cut as many as 500 manpower positions. The transformation was briefed to AFMC on 9 Feb 12 and AFMC/A1 will be standing-up a transition office on 5 Mar 12. Ms. Collier said the current scope is to identify airmen and family needs, review and evaluate current capabilities, and provide a roadmap for the future. The roadmap for the future involves increasing airman involvement; creating technology-based management solutions, offering multi-use facilities, adapting base to local offerings, and having real-time quality feedback mechanisms. Three innovations that will be released soon are airREC, airLIFE, and airFIT. The next step is to start identifying “core” programs that should be provided at all locations. The programs rated most essential are fitness, daycare, APF dining, youth programs, library services, outdoor recreation, and airman and family readiness services. Ms. Collier said each base has provided input on services at their bases. The way ahead will be decided at CORONA. Mr. Steenbock said we need to make sure business and implementation plans are shared with the union to allow for PDI. Mr. Steenbock said he has preliminary charts by base and will send those out. The next step is to do an in-depth analysis to review base offerings. Mr. Tingey criticized the current system, where each new commander changes the priorities from, say, the golf course to the bowling alley, or to the clubs. The lower priority assets degrade from neglect and end up rated not worth saving. Mr. Steenbock said the object of transformation is to “smooth-out” and “universalize” guidance. Also, Mr. Steenbock said AF is looking at developing a council with a sub-council at the MAJCOM level.

12. RMD-703, Mr. John Steenbock, HQ AFMC/A1

Mr. Steenbock gave a briefing on RMD-703. He said RMD-703 refers to the FY12 budget. The AF requirement is 16,500 reductions. AFMC’s FY12 reduction is 2,767, but that number jumps to 3,301 on 1 Oct 12. Mr. Marshall asked how we go from 2,767 to 3,301 in one day. Mr. Steenbock said AFMC plans to get to 3,301 by 30 Sep. Dr. Butler said AFMC took the biggest share of cuts, but the lowest percentage of cuts comparatively. Dr. Simpson said other commands may come back and argue for AFMC to absorb more cuts. Dr. Butler said that was correct.

Mr. Steenbock said positions to be cut were identified mainly through the 3-star summits. An enterprise-wide approach was used, focusing on AF priorities. Mr. Steenbock said a number of actions are underway to achieve results including hiring controls and VERA/VSIP offers. Mr. Tingey asked if installations can use daisy chains to enhance RIF avoidance. Mr. Steenbock said we are asking for permission and also asking for the maximum waiver of qualifications. Dr. Butler said the goal was to get ahead of the game, take cuts early, use VERA/VSIP where possible, and then open hiring back up to fill urgent needs.

13. 5 Center Construct Update – Mr. John Steenbock, HQ AFMC/A1

Mr. Steenbock also gave an update on the 5 Center construct. Mr. Steenbock said AFMC is currently out of line with the rest of the AF. Consolidating to five Centers will put AFMC in line with the rest of the AF. The five Centers will be the AF Life Cycle Management Center (AFLCMC), AF Sustainment Center (AFSC), AF Test Center (AFTC), AF Research Lab (AFRL), and AF Nuclear Weapons Center (AFNWC). The 2012 Consolidated Appropriations Act requires a report to go to Congress prior to restructure. AFMC has contracted with RAND to write the report, which will be delivered to HAF by 1 May 2012.

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

Mr. Dilworth gave an update on VERA/VSIP. He said the main purpose of VERA/VSIP was RIF avoidance, that is, to create vacancies to place employees who would otherwise face separation due to cut positions. There is a second, “workforce shaping,” type of VERA/VSIP that can be used, independent of a RIF, to convert positions for an improved balance of skills. He reviewed the eligibility rules for both VERA and VSIP. Once VERA/VSIP is announced, the **CPS** opens the window for employees to apply, identifies eligible employees, makes offers, and accepts retirement applications. Retirement applications are then forwarded to AFPC for processing.

The catalyst for AFMC’s VERA/VSIP authority was RMD-703. During the first round of VERA/VSIP that was effective 31 Dec 11, 532 employees received the VERA/VSIP incentive. Round two is currently underway with an effective date of 30 Apr 12.

Mr. Dilworth said special workforce shaping justification was needed for a Working Capital Fund (WCF) VERA/VSIP program. OO-ALC and WR-ALC are offering VERA/VSIP for WCF. Because AF only received a total of 6,005 VERA/VSIP allocations, WCF must pay for VERA/VSIP out of their own funds.

Mr. Dilworth provided a breakout of the planned reduction numbers and there was a lot of discussion about the chart. Mr. Tingey asked what would happen if we don't meet the numbers. Mr. Steenbock said we will be below our required target end strength if all accepted VERA/VSIP's process. Mr. Tingey asked if round two was the final offering of VERA/VSIP. Mr. Steenbock said this was the final round for now, but there could be another one for O&M and RDT&E.

Mr. Robinson asked if the match-up of VERA/VSIP offers with eliminated positions was not done in the usual way due to the time constraints. Dr. Butler said match-ups did happen. Mr. Steenbock said we did some things special such as placing employees on "frozen" vacancies if they sat on an eliminated slot. Mr. Wyche said some employees who were surplus were moved to other commands at Robins. Mr. Tingey said he believed we had to do a RIF, or at least a surplus, to move people from one command to another and the union should bargain over the procedures. Mr. Wyche said under surplus procedures the least senior person would be moved. Mr. Tingey said management was not following surplus procedures and he did not think this was legal. Mr. Steenbock acknowledged some "informal surplus" actions were taking to place employees on available vacancies. This was seen as a proactive measure to avoid the need for formal surplus/RIF. Mr. Robinson said the lightning-fast approach has created a lot of chaos, but Mr. Tingey was right, the union must be involved and the seniority principle must be observed. Mr. Dilworth said Ms. Gina Williamson, HQ AFMC/A1KL, would send out information on the placement of employees who are sitting on an excess position.

15. AFMC Hiring Controls – Mr. Eric Dilworth, HQ AFMC/A1K

Mr. Dilworth spoke about current hiring controls and the plan for FY12 hiring and beyond. He said Gen Hoffman agreed to release hiring back to the Centers. Selective "unfreezing" of positions will start occurring. Mr. Dilworth spoke about entry-level hiring and said recruitment flexibility are still be utilized, but mainly for S&E career fields. Acquisition hiring (Section 852) will occur in FY12. AFMC has 265 Sec 852 authorizations. Those authorizations will be released to the field soon. Mr. Dilworth reminded the group that Sec 852 funding can be used for salaries, incentives, student loan repayments, and relocations.

16. AFPC Retirement Processing – Mr. Eric Dilworth, HQ AFMC/A1K

Mr. Dilworth also presented a briefing on retirement processing from AFPC. AFMC bases transitioned benefits and entitlements to AFPC in 2011. Mr. Dilworth presented the retirement processing timeline. Employees planning to retire should have their retirement applications submitted to the Benefits & Entitlements Team (BEST) 60-90 days in advance of the planned retirement date. Mr. Robinson asked if folks who are taking the VERA/VSIP are too late in submitting their application. Mr. Dilworth said no. He said BEST is addressing issues as they arise. Once the retirement application is received by BEST, calculations are completed, and the file is submitted to DFAS. DFAS cannot release the package to the Office of Personnel Management (OPM) until 30-days prior to the retirement effective date. Once OPM receives the package, they conduct a preliminary review of the employee's service history and places the employee into an interim pay status. While in an interim pay status, the employee receives 70-75% of the retirement estimate provided by BEST. OPM adjudicates the employee's service and then issues a final calculation. Once the final calculation is reached, the employee will receive the full annuity payment, which is on average of 160-days after the retirement effective date.

Mr. Dilworth said delays in retirement processing can be caused by incomplete information, buy-back of military service, temporary or non-creditable service, and manpower constraints at OPM. OPM is trying to reduce the backlog from 160-days to 60-days. To do so, OPM plans to hire additional folks and they are looking into accepting e-signatures on retirement applications.

Mr. Dilworth reiterated that the delays in processing retirements are mainly at OPM and that AFPC is 100% timely on their processes. Mr. Clark asked how long it is taking AFPC to process incentive payments and Mr. Dilworth said the typical processing time is two weeks.

17. Telework Week – Ms. Jamie Schoening, HQ AFMC/A1KL

Ms. Schoening gave an update on telework. She announced a MOA was reached between AFMC and AFGE on the Telework Enhancement Act of 2010 in early February. Ms. Schoening said the purpose of Telework

Week is for organizations to assess their readiness for telework, test technology, and identify barriers to telework. Telework Week is sponsored by the Telework Exchange, a public-private partnership that aims to promote telework across the federal government. In 2011, over 40,000 federal employees participated in Telework Week. Ms. Schoening spoke about recent telework efforts, including an effort to determine how many AFMC positions are eligible for telework. Currently, approximately 65% of GS positions are eligible for telework and no WG positions are eligible. Mr. Tingey did not agree. He said WG employees should be able to do training via telework. Ms. Schoening said determinations of telework-eligible positions were made by current supervisors and the signed MOA requires supervisors to re-evaluate eligibility on a yearly basis. Also, Ms. Schoening said supervisors can change the position eligibility status at any time if the position is determined to be eligible for telework. Ms. Schoening said there were currently 483 volunteers to participate in Telework Week and most participants were teleworking one day during the week. Dr. Butler said we need to run this test and evaluate the results to see how we can improve the program.

18. Wrap-Up of Day 1 Activities – All Members

Dr. Butler asked if there were any end-of-day questions. Mr. Marshall asked if there was anything Dr. Butler wanted to share from CORONA. Dr. Butler said there was a lot of talk about sequester contingency, services transformation, Global Base Support (GBS), General Officer reductions, enlisted aide reductions, and Command staff study.

19. Table Talk – Day 2 – All Members

Mr. Shaw opened the morning session and Dr. Butler went over the list of action items (captured on the next page). Co-champions were assigned for the civilian tuition/learning credit team (Mr. Blanch and Mr. Steenbock). The members discussed the next meeting, which will be held at Eglin AFB on 26-27 June 2012.

Mr. Marshall said we need to look at how the Partnership Council might change under the new 5 Center construct. Dr. Butler said the Complex Commander will deal with the union. Mr. Marshall said we need to think through how partnership works. Mr. Robinson said that was a good point and we need to think about how PDI will work. Mr. Blanch suggested forming "Center Councils". Dr. Butler said we have similar issues today and gave an example of employees at AFMETCAL (located in Heath, OH) are owned by Robins AFB and if Robins AFB makes a decision, Mr. Scott is there, but Mr. Clark is not. How can Mr. Clark be pre-decisionally involved? Mr. Robinson said the answer for traditional bargaining (not PDI) is for issues that impact more than one base to be bargained at the MAJCOM level. Dr. Butler said we'll revisit this issue down the road.

The members recognized Mr. Clark for his service to the AF and his service to the council. The members also recognized Dr. Simpson for his service. Dr. Butler and Mr. Blanch recognized the local Robins AFB personnel who assisted with the meeting. The meeting was adjourned and the parties left to take a tour of Robins AFB.

Minutes Approved By:

Steven F. Butler

Scott Blanch

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

10-03-07	Track progress of New Beginnings performance management team	A1 & C214	Ms. Collier said Congress was due to receive a report in late Feb. The 400+ page report will then be sent to the working group members and Ms. Collier will hopefully have a briefing for the next meeting.	OPEN
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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	Will be sent upon 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

Carry-Over Action Items from Kirtland Meeting 4-5 Oct 11

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	A1 & C-214	Co-champions were selected – Mr. Steenbock & Mr. Blanch	OPEN
11-03-11	Review AFMC-specific injury compensation metrics by Center	A1	Ms. Schoening provided the numbers for all Centers except for Eglin & Edwards. Ms. Schoening will send out the data for Eglin & Edwards after the meeting.	OPEN

Action Items from Robins Meeting 28-29 Feb 12

12-02-01	Provide information on the replacement for the CSA card	A1		OPEN
12-02-02	Review SAR 7 positions that were improperly coded as TDP's to see if there were any positive drug tests during the time they were coded as a TDP, rescind incorrect letters, and tell bases to stop improperly testing SAR 7's that were improperly coded	A1		OPEN
12-02-03	Provide coordinated management and labor responses on local PC chart	A1 & C-214		OPEN
12-02-04	Provide web-based link on EO 13522 training to all ER/LR types and track the number of completions	A1		OPEN
12-02-05	Labor-Management Forum (LMF) team will review current charter and metrics	Dr. Butler, A1 & C-214		OPEN
12-02-06	Continue to monitor the transfer of Injury Compensation programs to AFPC – look for a way ahead	A1		OPEN
12-02-07	Provide clarification to the field on grievances that are in the system requesting ADR prior when the contract goes into effect on 1 Apr 12	A1		OPEN
12-02-08	Send out information on the placement of employees who are sitting on an excess position	A1		OPEN