

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

30-31 October 2014

Air Force Sustainment Center Tinker Air Force Base, Oklahoma

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 42nd meeting on 30-31 October 2014, at the Air Force Sustainment Center (AFSC), Tinker Air Force Base, Oklahoma. Mr. Michael Gill, AFMC/CA, and Mr. Troy Tingey, President, AFGE Council 214, co-chaired the meeting. A list of action items, the agenda, and membership roster are included. All members were present with the exception of Mr. Ricky Peters, AFRL/CA.

1. Opening Remarks/Acknowledgements

Lt Gen Bruce Litchfield, AFSC/CC, provided welcome remarks to the PC. He stated that AFSC has a workforce of 70,000 folks, and that AFMC leadership and AFGE stand up for what they do. There is more overlap on what the parties agree upon than what they disagree upon, and that is what makes our partnership successful.

Lt Gen Litchfield discussed the current threat against the U.S. posed by ISIS. He said that the military has to be perfect in order to thwart ISIS's efforts because the terrorist only has to get lucky once. He also said that we are only as good as how well we accomplish the mission. AFMC has great abilities and our trust and confidence will determine how good we can get. How much we can afford will determine our war-winning capabilities. He said the "next war" is already here, would not be over until he's in a rocking chair, and will be fought by airmen who haven't even come in yet. This meeting today can help shape our future due to the high caliber people in this room who can truly make a difference. Lt Gen Litchfield also mentioned the success of the Voluntary Protection Program (VPP) within AFSC. He said we don't have to sacrifice quality or safety for speed. Everyone should go home with all their fingers and toes. He challenged Mr. Gill and Mr. Tingey to work through problems and carry forward the message of how important our people are.

Mr. Tingey provided opening remarks for the union. He thanked everyone for coming and was pleased to have a full quorum. He commented on Lt Gen Litchfield's remarks, agreeing with the challenges we face in a new era of war. He emphasized the need to give people the right tools to do their jobs.

Mr. Gill echoed Mr. Tingey's comments and said that Lt Gen Litchfield did a great job of setting the tone for the meeting. He said there are tough times ahead, but we need to answer how to deal with it so we can keep our people motivated. People come first. He thanked the Tinker team for hosting the meeting and also thanked the PC members for traveling.

2. Local Partnership Update – Mr. Clayton Stastny, AFSC/72 FSS/FSMC, and Mr. Carl Dahms, President, AFGE Local 916

Mr. Clayton Stastny, Labor Relations Officer, Tinker AFB, and Mr. Carl Dahms, President, AFGE Local 916, co-presented an update on the local labor management forums at Tinker. Mr. Dahms said Tinker experiences partnership at all levels and includes the International Association of Fire Fighters. Unions are invited to weekly staff meetings which enhances communication. Mr. Stastny shared several success stories and said the union is routinely brought in early during emergency situations. Mr. Dahms said that due to the Voluntary Protection Program (VPP), accidents and injuries have decreased. The Special Government Employee (SGE) training program offered by Occupational Safety and Health Administration (OSHA) has also been a benefit to organizations across government and industry. Mr. Jeffrey Allen said it's frustrating when employees bypass the VPP process and go straight to OSHA. Mr. Tingey responded that this should be the case if the issue was ignored for some reason through VPP. Mr. Dahms said there has been a phenomenal culture change which is attributed to the union-management partnership. Mr. Gill asked how the organizations can get more SGEs. Mr. Ty Norton stated the prerequisite is for the organization to achieve a STAR rating. Employees must submit an application and also undergo a background check. Mr. Dave Robertson commented on how the VPP program is working at the installation and complex level, but asked about the Center level at AFSC. Mr. Allen indicated the Center is involved and stays engaged, but they try to work issues at the lowest level.

3. Action Item Review – Ms. Gina Martinelli, HQ AFMC/A1KL

12-11-04; Aged Comp Time Corrections – Ms. Martinelli explained that the new calculation method will take effect in the DFAS system in April 2015. Dr. Fore explained that the DFAS system is old and takes a long time to modify. Mr. Gill said to keep this action item open until the backlog of corrections is resolved. Mr. Monty Lewis said that fixing the pay problem is good news, but there is a backlog of grievances at Hill because of this issue. Mr. Tingey said that employees have the responsibility to check their pay stubs. Mr. Tasse said that fixing the DFAS system will only work if the time was properly coded. Dr. Fore said that we need to identify the impacted employees. Mr. Lewis said the union could get the word out to employees and send a list of the names of employees who need corrections to AFMC/A1. Dr. Fore said A1 will prepare an action plan on how to retroactively make the corrections through AFMC/FM and DFAS. This action item was closed, and a new action item was opened under 14-10-01.

14-02-03; Suicidal “At-Risk” Employee Hand-off Guidance – Covered during Lt Col Hubbard’s briefing. This action item closed.

14-02-08; Research EO Intake Process – Ms. Martinelli explained that Mr. Keith Tickle, HQ AFMC/A1KQ, researched the cases referred to him by the union. She said there were no serious infractions or trends of cases being inappropriately rejected, and the initial issue/concern seemed to be an isolated situation. Mr. Robinson concurred that the initial issue was not a common theme and not a Command-wide problem. Mr. Tasse said at Eglin, the EO office has discouraged employees from going to the union. He said this is an inappropriate denial of fair representation. He also mentioned again the IG inspection at Eglin and indicated that he should have been contacted. This action item was closed.

14-02-09; Mandatory Overtime at OO-ALC – Covered during Mr. Allen’s briefing. This action item was closed.

14-06-01; Send SGE information to the union – This action item was closed.

14-06-02; Send new VPP SharePoint link to PC members – AFMC/SE is working to resolve problems with the hazard reporting tool. SE will distribute the link once the problem is fixed. This action item will remain open.

14-06-03; Include Worker’s Compensation metrics in the VPP Roadmap and send to field – Metrics were incorporated. Roadmap will be distributed once Mr. Gill and Mr. Tingey have a chance review. This action item was closed, and a new action item was opened under 14-10-12.

14-06-04; Research proper procedure for checking on a distressed employee at home – Ms. Martinelli presented a bullet paper with research on procedures being used in the field. She said that when a distressed employee does not show up for work and cannot be reached by phone, the supervisor should contact the employee’s emergency point of contact in their 971 folder. If the emergency POC is not available, the supervisor or manager should contact local law enforcement officials and request a “wellness check.” Supervisors and managers are advised not to go to the employee’s house alone. Mr. Gill said that when people go to a distressed employee’s home alone, they could be putting themselves in harm’s way. Mr. Tingey asked who determines if the employee is distressed? Mr. Gill indicated that supervisors should know. Mr. Tasse mentioned an Eglin situation where a supervisor had his wife take turns driving by an employee’s house that led to neighbors complaining about the supervisor spying on the employee/neighborhood. This can be a touchy situation. Mr. Gill said to table this item until Lt Col Hubbard’s presentation. This action was closed, and a new action item was opened under 14-10-07.

14-06-05; Suicide Awareness Training video feedback – This action item was closed.

14-06-06; Show Suicide Awareness Training video at AFLCMC Focus Week – This action item was closed.

14-06-07; Provide guidance to base Suicide Prevention Program Managers on proper referral procedures for civilians and offer training to local union reps – Covered during Lt Col Hubbard’s briefing. This action item was closed, and a new action was opened under 14-10-06.

14-06-08; Revise civilian fitness MOA with additional options – This action item was closed.

14-06-09; Establish working group to develop PC metrics – Ms. Martinelli and Mr. Lewis presented five initiatives for possible measurement by the PC. Coming up, Mr. Allen will present information on the initiative to reduce mandatory overtime in the C-130 Maintenance Shop and how this issue was successfully resolved through PC involvement. The Suicide Awareness Training video and training for local union stewards were goals the PC accomplished. The Multi-Trades Demonstration Project and reduction of Worker's Compensation costs are initiatives that the PC is interested in pursuing, and goals/metrics are being developed. This action was closed, and a new action item was opened under 14-10-11.

14-06-10; Map out process on the Multi-Skilling Project and determine the barriers – Dr. Todd Fore will brief this information coming up. This action item was closed.

14-06-11; Post PC briefing slides and group photo on Sharepoint – Mr. Tasse said he was denied access to the link. Ms. Martinelli said she will try to post materials earlier to allow time to resolve any technology issues. Sometimes slides are tweaked at the last minute and posting them too early could result in members not having the most current version. Dr. Fore said we could look at providing "as of" dates on the materials to let people know what the latest version is. This action item was closed.

Action items from the Joint National meeting were also reviewed as follows:

14-06-01; Review union role in being a resource in providing input to post suicide reviews – Covered during Lt Col Hubbard's briefing. This action item was closed, and a new action item was opened under 14-10-04.

14-06-02; Engage with local Veterans Administration (VA) and inquire about the tools they use to address suicide prevention – Covered during Lt Col Hubbard's briefing. This action item was closed.

14-06-03; Pursue approval to execute a Multi-Skilling Demonstration Project – Dr. Fore will cover during his briefing. This action item was closed.

14-06-04; Look for opportunity to team with AFGE to showcase AFMC capabilities – PC metrics working group will continue to identify and recommend initiatives to showcase. This action item was closed.

4. Complex Overtime – Mr. Jeff Allen, AFSC/CA

Mr. Allen stated that mandatory overtime in the C-130 MX was terminated effective 28 Aug 14. The 309 AMXG currently has no Hill AFB personnel on mandatory overtime. Squadron leadership will brief technicians prior to any new mandatory overtime requirements. Mr. Lewis agreed that the issue has been resolved and that mandatory overtime has been discontinued. Action item 14-02-09 is closed.

5. VPP Steering Committee Goals and Metrics – Mr. Chuck Pyron, HQ AFMC/SE

Mr. Chuck Pyron proposed four goals: 1) reduce Worker's Compensation costs; 2) zero on-duty Class A mishaps; 3) zero OSHA citations; and 4) reduce Total Recordable Case Incident Rate (TCIR) and Days of Restricted Work Activity or Job Transfer (DART). Mr. Allen opined that worker's comp is difficult to control due to medical costs, but reducing the number of new cases should be our focus. Discussion ensued concerning the options for approaching the worker's comp issue. Dr. Fore said that the Department of Labor pays for worker's comp costs, but then charges back the agency. The Air Force Personnel Center (AFPC) has responsibility for the program. Cases should be reviewed to determine if the employee can be offered another job, but some of the aged cases involve individuals between 70 to 102 years old. Mr. Lewis said the biggest thing we can do is return people to work ASAP. Dr. Fore reminded the team there are some tragic cases where an employee was severely injured on the job and is entitled to long-term benefits. Mr. Pyron said nothing forces an employee to go off worker's comp and retire, and worker's comp pays more. Dr. Fore said the only way to retire someone is for them to refuse a bona fide job offer. These cases are extremely complicated and not easy to resolve. Mr. Gill said we need to get our arms around this issue and work with AFPC. Ms. Reeves suggested hiring a task force to work the cases. Dr. Fore said he will pull together more information and work an action report for the next meeting.

Mr. Pyron also discussed the other goals for reducing mishaps and OSHA citations. Mr. Allen said the stretch goal should be zero. Dr. Fore said that zero repeats are more attainable and could be applied across locations. Mr. Allen said that VPP principles also demand zero citations. Mr. Gill concurred with zero as the goal.

Mr. Pyron discussed TCIR/DART rates and said that it's more difficult to obtain data from O&M organizations than it is DMAG. Ms. Reeves asked what we would do with the data and if it would be worth the effort to obtain. Dr. Fore said this ties back to what Mr. Lewis and Ms. Martinelli are proposing as a goal for the PC. Mr. Tingey expressed interest in separating O&M and DMAG data because DMAG has 90% of the cases. Mr. Tasse said it would be interesting to see the info before and after VPP. Mr. Allen said not all of our bases are participating in VPP. Mr. Dave Robertson said AFTC does not use VPP. Mr. Tasse said we need to show what VPP is doing. Mr. Gill agreed and said let's show O&M and DMAG separately and roll up the data by Center with a breakdown by location. This information will be presented at the next VPP Steering Committee meeting.

The group discussed the action item on the VPP Roadmap. Mr. Pyron said he sent the Roadmap to Mr. Gill and Mr. Tingey for comments. Mr. Gill said to go ahead and send it to the rest of the PC members for comments. He said that AFMC does not require VPP, but it offers a 90% solution. He said the team has done a great job. Mr. Norton provided copies of the Roadmap to the PC members during this meeting. Action item 14-06-03 was closed, but a new action was open to review and comment on the VPP Roadmap.

6. Suicide Prevention Update -- Lt Col Eddie Hubbard, HQ AFMC/SGOB

Lt Col Eddie Hubbard updated the PC members on the latest AFMC suicide statistics. He said the training video for supervisors will be uploaded in early November to wingmanonline.com. Also, he expressed appreciation for the opportunity to work with Mr. Tasse to develop training for local union stewards. The training slides are being reviewed and include hand-off guidance for at-risk employees. Suicide Prevention Program Managers will receive the info in early November and local training will then be scheduled. He discussed his visit to the Dayton VA and said that the VA's program mostly targets veterans rather than employees. He said they do have a two-day resiliency program on building relationships with patients and employees. He did not discover any additional programs AFMC could use. He also discussed the request for the union to participate in the Commander's suicide reviews. He said the audience is limited due to HIPPA protections. Mr. Gill asked if the local presidents could attend and requested that a further explanation be provided.

Mr. Gill referenced the earlier conversation with PC members concerning the proper procedures for employee wellness checks. He asked Lt Col Hubbard for his input on how to disseminate guidance to the field concerning checking on a distressed employee at home. Lt Col Hubbard said he would contact JA. Mr. Shaw added that A1KL would work with both JA and SG. Mr. Tasse said there should be an annual reminder for employees to update their emergency contact information. Mr. Allen said at Hill, they engaged with the Chaplains, but were told because of Title 10 chaplains can only support military personnel. Lt Col Hubbard said he would follow up on the chaplain role for civilians in need of support. He also mentioned, at Hill, the wingman advocates offer assistance. Mr. Tingey said generally, employees do not trust the wingman advocates. Mr. Gill acknowledged that religion in the Air Force has been a controversial subject and thanked Lt Col Hubbard for his briefing. PC action items: 14-02-03, 14-06-04, 14-06-07; and Joint National action items: 14-06-01 and 14-06-02; were closed.

7. AF Installation and Mission Support Center – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Tammy Lyons presented information on the new AF Installation and Mission Support Center. She said that in August, she briefed Council 214 and Local 1138. She mentioned a YouTube video featuring the AFIMSC/CC and said it's a good learning source for anyone that is interested. She said the organization is currently in a provisional status and that Field Operating Agencies (FOAs) have been attached. Mr. Tingey asked if a basing decision had been made yet. Ms. Lyons said there are 10 locations in consideration, and there should be a selection by the end of January. She also said once a basing decision is made, funded overhires at Wright-Patterson AFB associated with AFIMSC may start to transition to surplus status. Dr. Fore said that AFMC has taken its share of reductions, but other MAJCOMS are on a different schedule. Ms. Lyons provided a timeline of key actions. A Transfer of Function decision will be made by Spring 2015, followed by the staffing of positions. Voluntary Early Retirement Authority (VERA)/Voluntary Separation Incentive Program (VSIP) and Reduction in Force (RIF) will not be necessary unless Wright-Patt is not selected as the host installation. Ms. Pamela McGinnis said she just received a new list of surplus employees from base personnel. Ms. Reeves said she was not aware of this list, but it is probably part of a different restructure other than AFIMSC. Ms. Lyons said AFMC is committed to avoiding adverse actions and has only separated 39 employees due to RIF since 2003. Mr. Gill said we do a phenomenal job of finding people jobs. He said as the situation unfolds, we will keep the union informed.

8. Alternate and Compressed Work Schedules – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons also presented a briefing on Alternate Work Schedules (AWS) and Compressed Work Schedules (CWS). She said there is no intent to undo the current flexibilities that we have in place, but we would like to explore ways to become more consistent. A survey across AFMC showed there is a combination of different schedules in play. Due to the 5 Center reorganization, wording in AFMC1 36-807 has presented some challenges with regard to levels of approval. AFMC/CC asked us to look at the parameters and determine if there are different ways to implement that would mitigate mission impact. Different organizational missions make consistency a challenge. Mr. Allen said when employees are on different hours, scheduling a meeting can be difficult. He prefers having the whole team on the same AWS. Mr. Tingey said the majority of employees are not on CWS. Dr. Fore said he understands the need for maxi-flex schedules in labs where uninterrupted testing must occur. Mr. Tingey said the laws are difficult and rules are different for wage grade versus general schedule. He said that AWS/CWS is an important flexibility for employees and people find ways to make meetings happen. Dr. Fore said it's a good recruiting tool. Mr. Tasse said there used to be a requirement to work core hours, but it seems to have gone by the wayside. Mr. Gill said we just want to help management understand how to be more flexible and manage employees participating in AWS/CWS.

9. AFSC Mission Briefing – Mr. Jeff Allen, AFSC/CA

During lunch, Mr. Allen presented a briefing on the AFSC mission. He commented on the great partnership AFSC has with AFLCMC. He said AFSC supports depot maintenance and supply for the entire Air Force. Software is a big growth enterprise, and we are in the top 10 with industry. AFSC's goals focus on three levers: people, processes, and resources. He described a book written by Lt Gen Litchfield and his management team titled, "*Art of the Possible*." It provides examples of the AFSC way, getting the right results the right way, and how the process is a journey. Mr. Gill said taking this material on the road helps keep people engaged. Mr. Allen said this is not just the Tinker way, leadership wants to teach employees at all levels across the Center how to walk the walk and talk the talk. Mr. Gill said knowing that industry is looking at our methods speaks volumes.

10. Multi-Trades Demonstration Project Update – Dr. Todd Fore, HQ AFMC/A1

Dr. Fore presented a timeline of project milestones. He said the Federal Register Notice (FRN) is scheduled to be published for review/comment in July 2015 and must go through a public hearing process with the final FRN being published by Nov 2015. The first job announcements will be posted after position descriptions are finalized around February 2016. The report to Congress is due January 2019. Mr. Tingey asked if the process could be expedited. Dr. Fore said it takes several months to staff the package through AF, DoD, and OPM. Dr. Fore said tightening the schedule during the holiday season would be a challenge. Mr. Tingey asked why the Business Case Analysis (BCA) had to be redone. Dr. Fore said the additional analysis conducted by the AFIT student is what reinvigorated leadership to continue pushing the project. The research had to be added to the BCA to strengthen the argument for the demo project. Mr. Lewis agreed that the analysis showed there would be a substantial savings. Mr. Tingey wanted to know if we could bypass DoD and go straight to OPM to speed the process. Dr. Fore said we will do everything we can to expedite the coordination, but we must go through DoD. Mr. Tingey suggested the union could put pressure on political players to avoid obstacles. Dr. Fore said the appropriate measures and metrics need to be built into the plan in order to clearly articulate the success of the project, and we will work with the union to develop the right measurements. Mr. Gill said to open a new action item to track progress and close out the old ones. PC action item 14-06-10, and Joint National action item 14-06-03 were closed. Mr. Gill asked if the study included Contract Field Teams (CFTs). Dr. Fore said we should explain how CFTs were considered, but continue to move forward with implementation. Mr. Lewis said this program will add value and incentivize employees.

11. Acquisition Demonstration Project – Dr. Todd Fore, HQ AFMC/A1

Dr. Fore explained that AFMC/CC approved an exploration team to look at expanding Acq Demo. SAF/AQ is a big supporter of this initiative. He described the processes that would remain the same under the new system and what would change. The fundamental personnel programs such as benefits and leave would stay the same, but classification, pay and performance would change. Mr. Robertson said that the system is much easier to work with and takes less time. Mr. Tingey asked if this was the same as NSPS. Dr. Fore said no, the system started back in the late 1990s. The system is aimed at improving recruitment and retention. Millennials

are not as interested in retention as other generations, and they tend to leave organizations for other opportunities. An agency may recruit the same person two to three times over the course of their career. Mr. Tasse opined that engineers leave in droves because they feel that no one cares. Ms. Reeves said in the old days, more employees stayed with the agency because of the retirement contract, but today they invest in 401k plans. Dr. Fore said the Acq Demo system is all about increasing workplace flexibility. Navy is pressing forward, and Army is close behind. Periodic reports are being provided to AFMC/CC and HAF, including decision-level data and feedback. The FRN for the AF Nuclear Weapons Center to participate was delayed until October 2014. (As of 7 Nov, the FRN has not been published and no update as to the newly expected publication date was provided.) Once that FRN is published, we can begin bargaining. Next, Ms. Michelle Lovato, Civilian Personnel Officer, Edwards AFB, spoke via telecom concerning the history and implementation at Edwards. She said that transition started in 1998 and conversion took place from GS to Acq Demo in 1999. The first appraisal cycle was difficult as supervisors and employees learned how to write appraisals and self-assessments. The pay pools worked to ensure scoring contributions and rewards were well understood. Over the next several years refinements were made to address training needs. By 2007, increases in employee retention, recruitment and satisfaction were realized. Today, Acq Demo provides Edwards with a flexible personnel system in a competitive market to meet mission needs. The classification system is simplified which allows mobility to move across or to a higher broadband. Employees are afforded more opportunities to advance and managers can recruit from a broader pool of candidates. Mr. Allen asked if we keep increasing employee pay, do we have to decrease people. Ms. Lovato said that Within Grade Increases go away, but budget constraints are based on pay pool funding. There is no extra money, just extra flexibility within the pay band. Employees are given continuous feedback in accordance with their contribution plan. Pay and rewards are simplified. Dr. Fore thanked Ms. Lovato for sharing her experience with the group. Mr. Tasse said the system took 15 years to show success. He said that Ms. Lovato did not provide any comments from people who don't like the system, only the ones that do. He criticized the system for benefitting new hires at the expense of seniors. Mr. Robinson amplified his point, saying pay bands impose structural barriers for those at the top. At Eglin, management decreased the number of feedback sessions from two per year to only one. Dr. Fore said we can look at gathering additional feedback from employees with some of the negatives. Ms. McGinnis said that El Segundo is a GS base and asked how are they doing at recruitment? Dr. Fore said GS salaries are not competitive, but exit surveys are not very useful. Ms. Reeves said the onboarding process takes too long. Ms. McGinnis said that new entrants have student loans they need to repay. Dr. Fore said he appreciated the feedback, and he will continue to collect input for the exploratory team.

12. FY15 National Defense Authorization Act (NDAA) – Mr. Troy Tingey, President, AFGE Council 214

Mr. Tingey discussed the two laws that direct policy and funding for the DoD; the National Defense Authorization Act (NDAA) and the Defense Appropriations Act. He said that we are currently under a continuing resolution (CR), which expires 11 Dec 14. The NDAA has not been passed yet, and the last time it was passed prior to 1 Oct was in 1997. Mr. Tingey explained the NDAA process. After the bill passes the house and senate, conferees are appointed and it goes to conference. Issues that cannot be settled by staff at the subcommittee level are considered by the "Little 4" or the Majority and Minority Staff Directors at the House and Senate. Issues not settled by the "Little 4" go to the "Big 4," Chairmen and ranking members of the House and Senate. Once the bill is passed without amendment, it goes to the President for signature. Mr. Tingey discussed various sections of the NDAA. There will be a limit on furlough of Working Capital Fund employees. The cap on service contract spending will be extended through FY15. One of the goals is to prevent the shift in workload from civilian to contractor. There will be a prohibition on conversion of functions performed by civilian or contractor personnel to performance by military personnel unless the position is military essential. Another round of Base Realignment and Closure (BRAC) will be prohibited. A reduction in civilian personnel and review of headquarters spending will be required. Employees will be required to use government lodging while on official travel over 30 days. The good news is there will be no BRAC for the coming year. The bad news is that civilian cuts continue to be a focus.

13. Kirtland AFB Restructure Discussion – Dr. Todd Fore, HQ AFMC/A1

Dr. Fore explained that a decision to restructure Kirtland AFB under the AF Global Strike Command (AFGSC) is pending, but should be final in the next three to four weeks. The information being shared is informal and pre-decisional, until a formal Public Affairs announcement is made. The AF Nuclear Weapons Center would become a tenant located on an AFGSC base. Mr. Robinson opined the employees should remain Council 214 bargaining unit members because the organization would remain under AFMC.

14. Expedited Hiring Authority – Dr. Todd Fore, HQ AFMC/A1

Dr. Fore provided an overview of the Expedited Hiring Authority (EHA). It allows expedited hiring for shortage categories in acquisition and medical positions and foregoes the traditional hiring process. Public Law 112-239 changed the expiration date of EHA from 30 Sep 14 to 30 Sep 17. Supervisors were concerned that EHA was taking too long, so AFPC established an inbox to fast track EHA actions. We really need a four to six week turnaround for the onboarding process in order to attract recent college graduates. Mr. Robertson asked about using direct hire authority. Dr. Fore said we still have that authority, but there are limits. Ms. Reeves said that management has to look at internal candidates first before considering external. Mr. Gill said acquisition coding of engineers is a useful tool. Mr. Tasse said another delay is when the staffing process does not start until the position is vacated.

15. Workforce Shaping – Dr. Todd Fore, HQ AFMC/A1

Dr. Fore provided information on the various civilian workforce shaping tools: hiring constraints, VERA/VSIP, RIF, and Priority Placement Program (PPP). He said the advantage to having RIF authority is the ability to waive minimum qualifications, which makes placement much easier. Two rounds of VERA/VSIP were proposed for FY15. Interest surveys were based on residual HQs/MAJCOM reductions and AFIMSC-related reductions. Robins AFB is conducting a WCF VERA/VSIP for 31 Dec 14. HQ AFMC has completed Round 1. Round 2 will start in March if necessary. During the last round of VERA/VSIP, we lost hundreds of years of experience. Ms. Reeves said AFLCMC loses 125 people on average each month. Dr. Fore said we execute the RIF process very well and have been extremely successful at saving jobs. Since 2005, AFMC has separated 6,712 employees through VERA/VSIP and only had to RIF-separate 39 employees.

16. Phased Retirement – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw provided an overview of the new OPM regulation allowing phased retirement. Federal employees may enter into phased retirement before fully retiring, which allows the employer to benefit from the service of experienced employees who will share their knowledge and expertise with the next generation. Employees could work half time and receive half of their pay and half of their annuity. 20% of their time must be spent mentoring younger employees. The program is voluntary, but must be approved by management. DoD is in the final stages of the implementation plan, but the earliest target date for AF employees is Feb 15. Mr. Allen asked if management could hire against the employee's billet while they are on phased retirement. Dr. Fore said this is similar to job sharing, and you could only hire another part-time person. Ms. Reeves asked if management could terminate the appointment after a certain time. Mr. Shaw said that would be established in the agreement between the employee and management. He also said that this program does not replace the re-employed annuitant program. Mr. Tingey commented that this was an interesting new program, and he will do more research on the legislation.

17. 80 Day End-to-End Hiring Plan – Dr. Todd Fore, HQ AFMC/A1KL

Dr. Fore briefed the group on an initiative to streamline hiring processes. He said that Gen Wolfenbarger has been identified as the 80 Day End-to-End Hiring Plan Champion. The plan includes upfront processes prior to submitting the Request for Personnel Action (RPA) to AFPC. There are 45 action items being tracked as a result of the AFPC-AFMC Symposium. The actions focus on reducing flow days. 80 days is the stretch goal. Mr. Tingey asked what the current flow time is. Dr. Fore said 117 days. Top priorities include classification servicing by Center vice installation, realigning transactional workload to AFPC/OL, and implementation of a consistent software system across AFPC. AFLCMC/DP has developed a new database to track vacancies and help identify bottlenecks. All barriers are being reviewed, not just the top priorities. An MOA will be developed between AFMC and AFPC and monthly meetings will be held to review metrics and discuss successes and constraints. Mr. Tingey asked if AFPC was on board because people generally blame them. Dr. Fore said that AFPC has experienced some huge challenges. They lost 250 employees and had a backlog of 5000 actions. They are using retirement specialists to assist with staffing. AFMC is doing what we can to build teamwork and improve the process. Mr. Gill asked how many RPAs could get collapsed under Acq Demo. Dr. Fore said Acq Demo would definitely shorten the process.

DAY 2 – 31 Oct 14

Lt Gen Litchfield made a heartfelt presentation to Mr. Tingey by presenting him with a copy of the book, "*Art of the Possible*." He said without civilians, we could not fly.

Mr. Shaw reviewed the old and new action items. New action items are listed on the following page. All of the old action items were closed except the following:

14-06-02; Send new VPP SharePoint link to PC members

Mr. Gill said he would like to include an Acq Demo workshop on the agenda for the next meeting to provide PC members with a more in depth understanding of how the system operates. We need to understand the downsides and employee complaints, but also should be knowledgeable on how the system actually works. He said we also need more thoughts and comments about CWS and asked that the PC members send those to A1KL. He said we will continue to provide updates on AFIMSC.

Mr. Shaw said the tentative dates for the next PC meeting are 25-26 Feb 15 at Edwards AFB. Mr. Tingey said he appreciates the hospitality and the hard work everyone did to support the meeting. Mr. Gill said we made good progress yesterday, and we will need to discuss preparation for the Joint National meeting at the next PC.

After the wrap-up, members went on a tour of Building 9001, which was the old GM Plant. They visited the 76 SMXG and 76 PMXG, and listened to presentations from local commanders and staff. The group also drove by the Burlington Northern and Santa Fe Rail Yard overlook and viewed a land site projected for future purchase to close the gap between Bldg 9001 and the rest of Tinker AFB.

Minutes Approved By:



Michael A Gill
Executive Director



Troy Tingey
President, AFGE Council 214

Action Items from Wright-Patterson Meeting 11 Jun 14				
14-06-02	Send new VPP SharePoint link to the PC members once documents are uploaded.	AFMC/SE	Hazard reporting tool is not working properly. Sharepoint link will be sent out once problem is fixed.	OPEN
Action Items from Tinker Meeting 30 -31 Oct 14				
14-10-01	Prepare action plan to identify retroactive pay actions for employees who received erroneous comp time payouts.	AFMC/A1		OPEN
14-10-02	Gather additional details on worker's comp cases and explore options on ways to reduce costs.	AFMC/A1		OPEN
14-10-03	Present agreed upon VPP metrics at next steering committee meeting. Track data by Center with a breakout by location. Identify DMAG versus O&M, if possible.	AFMC/SE		OPEN
14-10-04	Provide additional feedback to C214 on union participation in suicide reviews. What are the specific privacy limitations and how is the audience determined?	AFMC/SG		OPEN
14-10-05	Explain the Chaplain's role in offering assistance to distressed civilian employees.	AFMC/SG		OPEN
14-10-06	Finalize training on suicide awareness for local union reps.	AFMC/SG		OPEN
14-10-07	Coordinate wellness check guidance with SG and JA and disseminate to the field.	AFMC/A1		OPEN
14-10-08	Develop meaningful metrics to evaluate the performance of the Multi-trades Demo Project.	AFMC/A1		OPEN
14-10-09	Gather additional information on Contract Field Teams and how they are paid.	AFMC/A1		OPEN
14-10-10	Conduct a workshop for PC members to better understand the Acq Demo system.	AFMC/A1		OPEN
14-10-11	PC Metrics working group prepare and submit annual DoD report. Continue efforts to identify goals and measurements for PC initiatives.	AFMC/A1 & AFGE C214		OPEN
14-10-12	Review and comment on the VPP Roadmap.	All members		OPEN

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

**PARTNERSHIP COUNCIL MEETING
30-31 OCT 14**

AGENDA

**BLDG 3001, PATRIOT ROOM
TINKER AFB, OK**

THURSDAY, 30 OCT 14

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0730 – 0800	Continental Breakfast – Patriot Room
0800 – 0810	Welcome/Opening – Administrative Remarks/Agenda Review
0810 – 0830	Local Partnership Council Update Mr. Clayton Stastny, AFSC/72 FSS/FSMC & Mr. Carl Dahms, Local 916 President
0830 – 0900	Review Minutes/Action Items from Last PC Meeting Ms. Gina Martinelli, HQ AFMC/A1KL
0900 – 0930	Complex Overtime (PC Action Item: 14-02-09) Mr. Jeff Allen, AFSC/CA
0930 – 0945	Break
0945 – 1015	Voluntary Protection Program Goals and Metrics (PC Action Item: 14-06-03) Mr. Chuck Pyron, HQ AFMC/SE (via VTC)
1015 – 1045	Suicide Prevention Update (PC Action Items: 14-02-03, 14-06-05, 14-06-06, 14-06-07) (Joint National Action Items: 14-06-01 & 14-06-02) Lt Col Hubbard, HQ AFMC/SGOB (via VTC)
1045 – 1115	AF Installation & Mission Support Center Update Ms. Tammy Lyons, HQ AFMC/A1K (via VTC)
1115 – 1130	Compressed Work Schedules – Consistent Approach Ms. Tammy Lyons, HQ AFMC/A1K (via VTC)
1130 – 1230	Box Lunch – AFSC Mission Brief Mr. Jeff Allen, AFSC/CA
1230 - 1245	Photo (Bldg. 3001 – Hollywood & Vine)
1245 – 1315	Multi-Trades Demonstration Project Update (PC Action Item: 14-06-10) (Joint National Action Item: 14-06-03) Dr. Todd Fore, HQ AFMC/A1
1315 – 1345	Acquisition Demo Update – Edwards Evolution Dr. Todd Fore, HQ AFMC/A1 & Ms. Michelle Lovato, 412 FSS/FSMC
1345 - 1415	NDAA Legislative Update Mr. Troy Tingey, AFGE C214 President

1415 – 1430 *Break*

1430 – 1500 *Kirtland AFB Restructure Discussion
Dr. Todd Fore, HQ AFMC/A1*

1500 - 1515 *Expedited Hiring Authority
Dr. Todd Fore, HQ AFMC/A1*

1515 - 1530 *FY15 Workforce Shaping Update
Dr. Todd Fore, HQ AFMC/A1*

1530 – 1545 *New Phased Retirement Option
Mr. Randy Shaw, HQ AFMC/A1KL*

1545 – 1600 *End-to-End 80 Day Hiring Plan
Dr. Todd Fore, HQ AFMC/A1*

1600 – 1615 *Wrap-Up
All Members*

1615 – 1730 *Personal time*

1745 *Surrey Pick-up @ VOQ*

1800 - 1815 *Travel to Fuzzy Tacos*

1815 – 1915 *Dinner at Fuzzy Tacos*

1915 *Surrey Pick-up at Fuzzy Tacos*

1915 – 1930 *Travel to VOQ*

FRIDAY, 31 OCT 14

0730 – 0800 *Continental Breakfast – Patriot Room*

0800 – 0830 *Wrap-Up – Review of Action Items/Planning for Next Meeting
All Members/Secretariat, Randy Shaw*

0830 *Surrey Pick-Up @ Bldg. 3001*

0830 – 0845 *Travel to Bldg. 9001*

0845 – 1045 *Tour of Bldg. 9001*

1045 *Surrey Pick-Up @ Bldg. 9001*

1045 - 1100 *Travel to VOQ & Bldg. 3001*

1100 *Meeting Adjourned*

PARTNERSHIP COUNCIL MEMBERS (As of: October 2014)

Management Members	Union Members
<p>Mr. Michael A. Gill 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: Michael.Gill@us.af.mil Secretary: Donna Maler Start Date:</p>	<p>Mr. Troy Tingey President, AFGE Council 214 7190 11th St. Bldg. 555 Hill UT 84056-5401 Phone: DSN 777-3257 Email: troy.tingey@us.af.mil Start Date:</p>
<p>Dr. Todd Fore AFMC/A1 DUTY TITLE: Director, Manpower, Personnel & Services 4375 Chidlaw Rd. Wright-Patterson AFB OH 45433-5006 Phone: DSN 787-2400 COMM 937-257-2400 Email: todd.fore@us.af.mil Secretary: Frances Beavers Start Date: June 2014</p>	<p>Mr. Jimmie Norton (Ty) Secretary-Treasurer, AFGE Council 214 PO Box 1476 Choctaw, OK 73020 Union Phone: 405-733-3851 Cell: 405-206-4511 Email: nortonj@afge916.org Start Date:</p>
<p>Mr. Jeffrey Allen AFSC/CA DUTY TITLE: Executive Director, AFSC 3001 Staff Drive, Bldg3001 Tinker AFB OK 73145 Phone: DSN 339-2202 – COMM 405-739-2202 Email: jeffrey.allen.1@us.af.mil Secretary: Marilyn Pohl Start Date: June 2014</p>	<p>Mr. Monty Lewis President, AFGE Local 1592 7190 11th St. Bldg. 555 Hill UT 84056-5401 Phone: DSN 777-3257 Email: monty.lewis@us.af.mil Start Date: Feb 2014</p>
<p>Ms. Patsy Reeves AFLCMC/CA DUTY TITLE: Executive Director, AFLCMC 7981 Georgia St., Bldg 1102 Rm 100 Wright-Patterson AFB OH 45433 Phone: DSN 785-3229 - COMM 312-255-3229 Email: patsy.reeves@us.af.mil Secretary: Maria Radesky Start Date: Aug 2013</p>	<p>Mr. Rocky Tasse President, AFGE Local 1942 PO Box 1944, Bldg A10 Eglin FL 32542 Phone: DSN 872-5270 Email: rocky.tasse@us.af.mil Start Date: Nov 2012</p>
<p>Mr. David Robertson AFTC/CA DUTY TITLE: Executive Director, AFTC 26 Electronic Parkway Edwards AFB, CA 93524 Phone: DSN 527- 4436 – COMM 661-277-4436 Email: david.robertson@us.af.mil Secretary: Jean Kelly Start Date: June 2014</p>	<p>Ms. Pamela McGinnis President, AFGE Local 1138 P.O. Box 24662 Dayton, OH. 45324 Phone: 937-318-5666 pmcgin9187@aol.com Start Date: Aug 2013</p>

<p>Mr. Ricky L. Peters AFRL/CA DUTY TITLE: Executive Director, AFRL 1864 Fourth St., Bldg 15, Rm 225 Wright-Patterson AFB, OH 45433 Phone: DSN 674-9100 – COMM 937-904-9100 Email: ricky.peters@us.af.mil Secretary: Kathy France Start Date: Aug 2013</p>	<p>Mr. 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.robinson3@us.af.mil</p>
<p>Mr. Randy Shaw Secretariat HQ AFMC/A1KL 4375 Chidlaw Rd., Rm N208 Wright-Patterson AFB, OH 45433-5006 Phone: DSN 787-2382 – COMM 937-257-2382 Email: Randy.Shaw@us.af.mil</p>	
<p>Ms. Gina Martinelli 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: gina.martinelli@us.af.mil</p>	