

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

20 August 2013

HQ AFMC WRIGHT-PATTERSON AFB

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 39th meeting via VTC on 20 August 2013. HQ AFMC at Wright-Patterson AFB hosted the VTC. Co-Chairs, Mr. Michael Gill, AFMC/CA, and Mr. Troy Tingey, President, AFGE Council 214, were both present. Copies of the action items, agenda, and list of members are attached. Two new members were unable to attend, Ms. Patsy Reeves, AFLCMC/CA, and Ms. Pamela McGinnis, President, Local 1138. All other members on the attached list were in attendance.

1. Opening Remarks/Acknowledgements

Mr. Gill greeted everyone and opened the meeting. He acknowledged that the travel budget has strained the availability of TDY funds and thanked the members for being flexible by attending via VTC. He expressed appreciation for the ability to have funds available to bring Mr. Tingey in for the meeting and to conduct other business, but apologized to the other members who couldn't travel due to lack of funds. Mr. Gill mentioned the last time the PC met was before the furlough. Now that it has come to fruition, we cannot clearly articulate the impacts yet. Mr. Tingey welcomed Mr. Gill as the new AFMC/CA and PC Co-Chair. He said they go way back and thanked Mr. Gill for his support over the years. Mr. Gill and Mr. Tingey took a moment to recognize new PC members, Mr. Ricky Peters, AFRL/CA, Ms. Patsy Reeves, AFLCMC/CA, and Ms. Pamela McGinnis, AFGE Local 1138. Mr. Peters was presented with a framed certificate. Ms. Reeves and Ms. McGinnis will be presented with certificates at a later date upon availability.

2. Master Resilience Training – Ms. Jennifer Treat, HQ AFMC/A1RI

Ms. Jennifer Treat, HQ AFMC Community Support Coordinator, provided an overview of the Master Resilience Training (MRT) initiative. The training was launched in Sep 2012. Each base was allocated four training slots in FY13, and will receive an additional two slots per base in FY14. Train-the-trainer is a 3-day course. Trainers volunteer to conduct the training as an additional duty. It can be conducted at Wingman Days, Commander's Calls, Unit Trainings, or any other time when it is needed. Nine skill sets have been developed in the training to assist with life's challenges and the ability to adapt. The way ahead involves picking additional trainers at each base. The training is voluntary, but the goal is to increase participation as much as possible. It is not just a one-time completion, but a continual effort and we are open to suggestions on how to deploy. Mr. Gill asked who refreshes the training material. Ms. Treat said Air Force updates it. Mr. Tingey asked how the training is tracked. Ms. Treat answered that it's tracked in ADLS. Mr. John Steenbock said he would like to offer the training to union representatives since they encounter overstressed employees. Mr. Tingey said the union is definitely interested and would like a list of focal points and details at each installation. Ms. Treat said she will send the union the information. Mr. Peters opined that this training is a positive effort in the current environment, and he agrees this is the right thing to do. Mr. Tom Scott asked how MRT affects the Employee Assistance Program (EAP) and other community support programs. Ms. Treat said MRT is done hand-in-hand with other available programs. There are other resources available through helping agencies, but MRT adds an additional effort to help people with their challenges.

3. Suicide Prevention Update – Lt Col Eddie Hubbard, HQ AFMC/SGOB

Lt Col Eddie Hubbard introduced himself as the HQ AFMC Behavioral Health Consultant. He stated he appreciates the opportunity to speak with the PC members and looks forward to helping any way he can. In relation to suicides, he said the contributing factors are usually cumulative and build up over time. Each suicide is reviewed for lessons learned and recommendations are made to improve efforts. The 11 elements of the Suicide Prevention Checklist included in AFI 90-505 are also included in the IG inspection conducted after each suicide. Also, bases are required to develop a local prevention plan. The Center of Excellence for Medical Multimedia has asked AFMC to partner with them in the development of a training video for supervisors which includes civilian scenarios, and will be offered in the Advanced Distributed Learning Center (ADLS). Lt Col Hubbard said he will serve as a consultant for the video. He intends to reach back to the submitter of the original recommendation, to include civilian partners, and work with the Integrated Delivery System (IDS) to

gather feedback. Mr. Steenbock asked for recommendations from C214. Mr. Rocky Tasse said he was perplexed over the approach to the training since out of 80 suicides in the last four years, only 15 were military. Mr. Tasse said that C214 needs to be integrally involved in this process; why is the video being developed for supervisors when it should be shown to bargaining unit employees? Lt Col Hubbard said this was a good point and we can do better. There is no one best approach and training should be for all AFMC members. AFMC cares and we need to partner with folks to get the great ideas. The timeline for development of the video is 9-12 months. Mr. Steenbock said C214 is another set of eyes on this project and we need to include them. This will be an action item to gather input from the PC. Mr. Tingey indicated that Mr. Tasse is passionate about this subject and he is a key player. Mr. Justin Bell asked if the MRT 9 skill sets overlap with the 11 elements on the Suicide Prevention Checklist. Lt Col Hubbard said that the Wingman and Resilience programs do overlap. This has been discussed at the AFMOA level and AFMC is moving forward in accordance with guidance. Mr. Gill indicated the ball is in AFMC's court on the training video. C214 will provide names of volunteers who want to assist with this project to Lt Col Hubbard. Mr. Tasse also asked if the 9 MRT skill sets and 11 checklist elements would be combined. Lt Col Hubbard said he would review and discuss this with the AFMC IDS team.

4. Civilian Fitness Program – Mr. Ross Marshall, AFSC/CA, and Mr. Justin Bell, AFGE Council 214

Mr. Ross Marshall briefed the bottom line concerning the Civilian Fitness Program. He made the point that being healthy is good. When the fiscal environment is unconstrained, fitness time is a great program and can be accommodated. However, we are no longer under that environment and are under extreme pressure to cut costs as we've recently seen with the furlough. Comments from the climate survey indicate most people view Fit for Life (F4L) as a positive morale booster, but there were some negative comments as well. The expectation when we started allowing fitness time was that it would decrease sick leave, stress, and suicides, and increase productivity. The reality is the trends do not show this. Productivity has been level for 10 years. The depots have lost \$85 million in customer orders due to inability to produce workload (unbilled balance), and 840,000 hours in lost production. It also has created an expense of \$40 million in maintenance, which equates to 424 people. AFSC has been directed to reduce our depot maintenance costs by 5% which is \$325 million in FY15. We're looking for efficiencies such as workforce shaping at Robins and Tinker, reducing our materials expense and overhead, and F4L. A RAND study concluded there are no other organizations that offer the fitness time benefit. Mr. Steenbock said these cutbacks are a challenge because our intent is not to attack F4L, but there is a real cost associated with it. We would have to hire more workers to make up for the lost production, but we are being forced to cut. We must save \$20 million on F4L in order to meet our budget reduction. Mr. Tingey said the impacts briefed by Mr. Marshall cannot be proven. Mr. Marshall said it's a fact that Congress has taken from our budget; we built F4L into our budget and in FY 15 it's coming out. Mr. Tingey said you can't put a price on morale. Mr. Tasse said AFMC spent \$100,000 on a RAND study which showed F4L is a good benefit; what is the impact of furlough and how did that affect customer needs; compare F4L figures with the furlough.

Next, Mr. Bell presented a briefing on the Civilian Wellness Program from the union perspective. He thanked everyone for the opportunity and their time, and provided a quote from Gen Bruce Carlson who instituted the program. Mr. Bell urged AFMC to stand behind their word and continue to promote wellness of the workforce. He also questioned AFMC/SG's involvement with the decision because to his knowledge SG has data that supports the program. Mr. Bell gave some personal examples from his own experience as the AFSAC Wellness Coordinator and endorsed how much people appreciate the opportunity to participate in the program. Mr. Gill said there are pros and cons. The program has been good for people and morale, but there is a dollar and cent side. Furlough has given us a wake-up call. The hope is that we find a way to squeeze more efficiencies to come up with a solution. The intangible cost comes from morale. The problem will not be solved here, but the dialogue is good. AFSC has a more tangible side we must deal with, and we don't know the impact of the furlough just yet, but we must maintain our viability and sharpen our view of costs. Mr. Marshall asked for clarification on the way ahead. Mr. Tingey said C214 has filed a grievance over the notice to eliminate the program; if the notice is pulled and we engage in PDI, the union will withdraw the grievance. Mr. Steenbock said he supports working together to develop a way to save money, but we will want to reserve our rights if we can't reach an agreement. The only way to solve AFSC's problem is to cut by FY15. Mr. Tingey said it would take more time for the grievance than it would pre-decisional involvement (PDI). Mr. Gill said we will put this on the list to be worked. Mr. Steenbock said he will meet with C214 hopefully tomorrow to discuss the options.

5. Pre-Decisional Involvement (PDI) with SAF Level – Mr. Tom Robinson, AFGE Council 214

Mr. Tom Robinson provided a briefing to discuss concerns with the union wanting more pre-decisional involvement on decisions made at SAF level. He said PDI is a great thing and it's the law of the land. AFMC is the leader and founder of partnership. We have institutionalized PDI in our bargained agreements as well as a

joint endorsement memo from AFMC/CA and the C214 President. Mr. Robinson gave examples of recent grievances that were filed due to changes made at SAF level that impact C214 bargaining unit employees; AFMC was not at fault, but states they cannot restrict implementation prior to fulfilling bargaining obligations because it's out of AFMC's control. Mr. Robinson's proposed approach to improving communication is to assign a joint action team that will identify a method for SAF to engage in PDI with the MAJCOMS and unions as appropriate. Mr. Gill asked how involved C214 is in the Air Force Roundtable. Mr. Robinson said most of the feedback has come from management, not the union; he didn't expect the Roundtable to be the right forum. Mr. Steenbock said AF/A1 and the National union reps are members on the Roundtable; it would be great if C214 could participate on it. Mr. Steenbock said he will work a joint communication to AF/A1 expressing that the lack of PDI at higher levels is impacting our ability to engage properly at our level. Mr. Tingey said he will also work with the National AFGE to request greater involvement at the DEFCON level.

6. DFAS Pay Issues – Mr. Tom Scott, President, AFGE Local 987

Mr. Tingey said there are roadblocks in getting pay problems resolved and the union needs a belly button to reach out to. Mr. Tom Scott said the issue concerning the same employee at Robins is still being dragged out and has not been resolved. Arbitration and MSPB awards are not being paid timely and are sitting for over six months. There is nowhere to appeal besides the grievance process and no one to contact at DFAS to get it fixed. Mr. Robinson said we have a liaison at HQ AFMC level and those issues need channeled up from the base level. Mr. Tingey said DFAS prioritizes by going down the list of remedy tickets and someone should be advocating to prioritize settlements. Mr. Gill asked if we have leveraged our HQ AFMC DFAS representative. Mr. Larry Trame, HQ AFMC/FMI, said he worked the Robins employee issue and assisted with the reconsideration paperwork. A decision is rendered by DFAS within 30 days based on the written information submitted through a remedy ticket. The results are private and go directly to the employee. Mr. Scott said the process is one-sided and doesn't allow the employee to explain the situation in a hearing. Mr. Gill indicated since Mr. Trame is the DFAS Liaison for HQ AFMC, he could sort the situation out. Mr. Steenbock said the process starts with the Customer Service Representative (CSR) who files the remedy ticket. They can elevate the issue to HQ AFMC for assistance. Ms. Mary Miller, HQ AFMC/FMP, indicated that the bases were provided with information that explained the process. She said that there has been an issue with CSR responsiveness and this needs improved. The process starts at base level, but Mr. Trame is also a conduit for getting issues resolved by elevating them to DFAS. Ms. Miller said HQ AFMC will work with the Comptroller squadrons on fixing the problems once they receive the right info. Mr. Tingey said nobody knows who the CSRs are. Ms. Miller said she will provide a list of the main POCs at each base to the union. Mr. Robinson said he would like a copy of the process flow diagram that was sent to Comptrollers so he can send it out to the locals. Mr. Gill said we will get the information to the union, and asked the union to pass the info up to Mr. Trame to assist with resolving the employee pay issue. Mr. Scott said their attorneys are making big bucks filing non-compliance cases and that taking care of these problems could save money to help cover the depot budget reductions.

7. Closing Remarks

Mr. Shaw asked about scheduling the next PC meeting. Mr. Gill acknowledged that VTC is not as satisfying as a face-to-face meeting, but the TDY budget doesn't look much better for FY14. He suggested getting back on track with the Joint National Meeting in June 2014. He would like to see another PC VTC sometime before then. Mr. Gill went around the horn to ask everyone for closing comments. Dr. Davy Belk, AFTC/CA, asked if the proposed fitness elimination covered all AFMC civilians, which was affirmed. In closing, Mr. Gill and Mr. Tingey presented Mr. Steenbock with a glass-etched plaque in appreciation for his dedicated service to the PC committee. Mr. Steenbock thanked the members of the committee and said he has made some great friends who he will miss. He said it's been a fast five years, and he's proud of what the team has accomplished. Mr. Tingey said he appreciates what Mr. Steenbock accomplished for the committee, and all the great things he did for the people. Mr. Gill thanked Mr. Steenbock again for his leadership and for supporting the PC which has been much needed.

Minutes Approved By:



Michael A Gill
Executive Director



Troy Tingey
President, AFGE Council 214

Action Items from Eglin Meeting 26-27 Jun 12

12-06-06	Members Steenbock and Marshall will review arbitration issues at Robins.	A1	Mr. Tingey and Mr. Shaw plan to schedule a staff assist visit to Robins to resolve arbitration scheduling issues.	OPEN
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Action Items from Wright-Patterson Meeting 28 Nov 12

12-11-04	Provide update on legal opinion from SAF/GC concerning correct formula for aged comp time calculations.	A1	Mr. Steenbock sent memo to AF/A1P & SAF/FMB on 11/1/12 for a legal opinion. Checked with AF/A1P on 2/26/13 and 7/31/13. No response to date.	OPEN
12-11-05	Draft letter to DFAS encouraging them to communicate better and resolve pay issues affecting AFMC employees in a timely manner. FM diagram the process for handling pay issues in an effort to look for ways to make the process more efficient.	A1 & FM	FM provided diagram of the process for handling pay discrepancies. Letter to DFAS still pending.	OPEN
12-11-08	Explore possibility of conducting next Joint National Meeting via VTC.	A1	Discussions have been ongoing.	OPEN
12-11-09	Rework PC CONOPS to increase membership to six members for both the union and management.	A1	Ms. Martinelli will send revised CONOPS to PC members for review.	CLOSED
12-11-10	Prepare letter for Dr. Butler's signature endorsing PDI at the activity level. Give proposed LM metrics a test.	C214 & A1	Add signature block for Mr. Tingey to issue letter jointly. Ms. Martinelli will route package for approval and signatures.	CLOSED

Action Items from Joint National Meeting at WPAFB 28 Nov 12

12-11-04	Provide suggestion to suicide review group to provide training to union reps regarding how to detect signs of distress and info about helping offices available to assist if/when they are approached by a person in distress and need to hand-off.	SG	SG provided briefing on suicide awareness and prevention during VTC on 2/20/13. C214 continues to desire training for local stewards. Follow-on discussion took place during VTC on 8/20/13.	OPEN
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Action Items from Hill Meeting 20-21 Feb 13

13-02-01	Dr. Butler talk with BGen Harris again concerning Mr. Tasse and local PC at Eglin.	CA	To our knowledge, Dr. Butler followed-up before retirement.	CLOSED
13-02-02	Lt Col Hubbard contact Eglin to obtain results/recommendations regarding ACE (ask, care, escort) cards tailored for civilians.	SG	Lt Col Hubbard obtained info from Eglin.	CLOSED
13-02-03	LtCol Hubbard provide union 11 elements of AF Suicide Prevention Program.	SG	Provided to C214 11 elements via email on 4/16/13.	CLOSED
13-02-04	New suicide pilot briefing at next PC.	SG	Briefing conducted at PC VTC on 8/20/13.	CLOSED
13-02-05	Standard process for removal of disciplinary actions deletion/purging.	A1	AFMC/A1KK provided chart with the process.	OPEN
13-02-06	Submit request through appropriate channels to increase mailbox sizes for Local Union Presidents.	A6	Mailboxes have been increased for C214 officials.	CLOSED
13-02-07	Recheck with BGen Brown on the Robin's employee pay issue.	FM	Reconsideration package submitted to DFAS. Only employee receives the results.	CLOSED

13-02-08	Provide feedback to the union with regard to process of moving WCF WG employees behind GS employees who accept VERA/VSIP.	A1	AFMC/A1KK provided chart with the info. Need further clarification to address concerns.	OPEN
13-02-09	Find out if repayment of FEHB can be staggered.	A1	No longer an issue. Furlough OBE.	CLOSED
13-02-10	Determine if statement can be added to timecards to cover proper leave request auditability issues.	FM	Systems change is cost prohibitive.	CLOSED
13-02-11	Develop lessons learned chart from each activity on LSA language – best practices.	A1	Gina working this.	OPEN
13-02-12	Check to see if SAR 7 employee received letters they are no longer on TDPs.	A1	Randy checked w/POCs and letters have been received.	CLOSED

Action Items from VTC Meeting 20 Aug 13

13-08-01	A1 send list of base Master Resilience Training POCs to C214 and provide union reps opportunity to attend local training.	A1		OPEN
13-08-02	SG work with C214 to gather input from volunteers in design of new civilian training video on suicide awareness. C214 provide names of representatives.	SG & C214		OPEN
13-08-03	SG & A1 take up review of integrating the 9 skill sets from the Master Resilience Training and 11 elements of the Suicide Prevention Checklist.	A1 & SG		OPEN
13-08-04	A1 meet with the union and discuss civilian fitness options.	A1 & C214		OPEN
13-08-05	A1 & C214 send joint memo to AF/A1 to express concerns wrt inability to conduct PDI on AF decisions at MAJCOM level and request increased involvement.	A1 & C214		OPEN
13-08-06	Union will ask for greater involvement in DEFCON through National union.	C214		OPEN
13-08-07	Union to provide DFAS liaison additional info concerning Robins employee. DFAS liaison will follow-up on issue.	C214 & FM		OPEN
13-08-08	FM provide list of primary Civ Pay POCs at each base to C214.	FM		OPEN
13-08-09	FM send Tom Robinson copy of remedy ticket process flow diagram.	FM		OPEN

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

**PARTNERSHIP COUNCIL VTC MEETING
20 AUGUST 2013**

AGENDA

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
1400-1410	<i>Welcome and intro of new members Co-Chairs, Mr. Michael Gill, AFMC/CA, and Mr. Troy Tingey, AFGE C214 President</i>
1410-1425	<i>Master Resilience Training Ms. Jennifer Treat, AFMC/AIRI</i>
1425-1445	<i>Suicide Prevention and Awareness Lt Col Eddie Hubbard, AFMC/SGOB</i>
1445-1515	<i>Civilian Fitness Program Mr. Justin Bell, AFGE C214 Executive Assistant, and Mr. Ross Marshall, AFSC/CA</i>
1515-1530	<i>PDI issues with SAF Mr. Tom Robinson, AFGE C214 Executive Assistant</i>
1530-1545	<i>DFAS Issues Mr. Tom Scott, President, AFGE Local 987</i>
1545-1600	<i>Wrap Up All Members/Randy Shaw, Secretariat</i>

PARTNERSHIP COUNCIL MEMBERS (As of: Aug 2013)

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 Local 1592 7190 11th St. Bldg. 555 Hill UT 84056-5401 Phone: DSN 777-3257 Email: troy.tingey@us.af.mil Start Date:</p>
<p>Mr. John W. Steenbock 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: John.Steenbock@us.af.mil Secretary: Frances Beavers Start Date:</p>	<p>Mr. Jimmie Norton (Ty) Secretary-Treasurer PO Box 1476 Choctaw, OK 73020 Union Phone: 405-733-3851 Cell: 405-206-4511 Email: nortonj@afge916.org Start Date:</p>
<p>Mr. Ross Marshall, SES AFSC/CA DUTY TITLE: Executive Director, AFSC 3001 Staff Drive, Bldg3001 Tinker AFB OK 73145 Phone: DSN 339-2202 - COMM 405-739-2202 Email: Ross.marshall@us.af.mil Secretary: Marilyn Pohl Start Date:</p>	<p>Mr. Tom Scott President, AFGE Local 987 PO Box 1079 Warner Robins, GA 31099-1079 Phone: DSN 468-3540 Email: tom.scott@afgelocal987.org Start Date: Nov 2012</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: Secretary: Doris Todd 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>Dr. Davy M. Belk AFTC/CA DUTY TITLE: Executive Director, AFTC 26 Electronic Parkway Edwards AFB, CA 93524 Phone: DSN 527- 4436 - COMM 661-277-4436 Email: Davy.Belk@us.af.mil Secretary: Jean Kelly Start Date:</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 AFMC AFRL/CA DUTY TITLE: Executive Director Air Force Research Laboratory Bldg 15, Rm 225, 1864 Fourth St, WPAFB, OH 45433 Phone: DSN 674-9100 - COMM 937-904-9100 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>	