

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

28 November 2012

HQ AFMC Wright-Patterson AFB OH

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 37th meeting on 28 November 2012. The meeting was hosted at HQ AFMC, Wright-Patterson Air Force Base, Ohio. Copies of the action items, agenda, and list of attendees are attached.

1. Opening Remarks/Acknowledgements

Dr. Steven Butler opened the meeting and provided opening remarks. He discussed the Joint National Meeting scheduled for 29 November 2012. He also introduced the new PC members rotating in for the union, Mr. Tom Scott and Mr. Ty Norton. Mr. Rocky Tasse is also new to the PC committee, but was unable to attend this meeting. Dr. Butler then congratulated Mr. Troy Tingey on his election as the new Council 214 (C214) President and said he looks forward to working with him as the new co-chair on the PC Committee. Everyone applauded.

Mr. Tingey thanked everyone and said that Mr. Scott Blanch sends his best regards. He went on to say that the people around this table affect people out in the field that we don't even know. It's important to have these sessions and good things come from these meetings. A discussion ensued concerning the next PC meeting and recognizing Mr. Blanch for his service and accomplishments. The union was interested in keeping with the rotation and holding the next PC at Tinker, especially with the stand-up of the AFSC still in its early stages.

Next, PC members watched the DoD training video on E.O. 13522 promoting Labor Management Forums. The video will be shown tomorrow during Joint National and the PC wanted to watch a sneak preview. Mr. Tingey approved showing the video during Joint National before the co-chairs provide the joint HQ AFMC/AFGE PC update. The co-chairs presented certificates to the incoming PC members, Mr. Scott and Mr. Norton. They also presented a coin to Ms. Jamie Schoening, previous Alternate Secretariat, for her excellent contributions to the PC over the past several years. Mr. Randy Shaw introduced Ms. Gina Martinelli as the new Alternate Secretariat filling behind Jamie.

2. Mission Brief – Mr. Mike Gill, AFLCMC/CA

Mr. Gill presented the AFLCMC mission brief and described the complexity of its structure. He said the Center has 26,000 employees located at 77 locations and the 5-Center Reorganization was the largest in Air Force history. The good news is that over 1,000 positions were saved. He also said leaders have been working hard to ensure the AFLCMC is not a take-over by Wright-Patterson AFB. He admitted that the geography has been a challenge and said he was thankful for VTC capabilities. Mr. Gill also indicated the guiding principles of the AFLCMC are unity of purpose, speed with discipline, and trust and confidence. He reflected positively on how the AFLCMC stand-up is coming together and will save the Air Force money. He also indicated that Lt Gen Moore is on the road constantly visiting various units and brings back many items that need to be worked. Dr. Butler commented on how complicated the reorganization has been, but we are starting to see the pay-off.

3. Local Labor Relations Update – Ms. Elizabeth Spangler, 88 FSS/FSMCZL and Mr. Tom Robinson, AFGE Council 214 (on behalf of Local 1138)

Ms. Spangler and Mr. Robinson co-presented an update on the Wright-Patterson AFB Labor Relations Program and Partnership Council. They explained that Ms. Pam McGinnis, Local 1138 President, wanted to attend but was unable to because of medical reasons. Ms. Spangler explained there have been some changes in their local partnership council due to the 5-Center Restructure and shift of Title V Authority to the ABW/CC. The previous Partnership Council Chair was the ASC/CA. The ABW/CC has become the new Partnership Council Chair, but AFLCMC will continue to have a seat on the council. Mr. Tingey asked if Ms. McGinnis was a co-chair. Ms. Spangler explained that currently they do not have co-chairs, but everyone is a member. She also indicated the council is working on rewriting their CONOPS and they plan to discuss membership at their next PC meeting. Dr. Butler stated that not having the union as co-chair is a non-starter and they must be equal.

Ms. Spangler explained that historically, the three local union presidents have been equal members, but the issue is in flux and they are working through it. She further described the relationship as cooperative and respectful with open communication and a common goal of doing what's best for employees. Dr. Butler asked who attended their last PC meeting. Ms. Spangler indicated AFGE was not in attendance, but Col Barlow participated along with the other unions and labor officer. She provided an update on VPP and said the base is looking for funds to send the VPP representatives to the next DoD-approved conference. Mr. Jim Allen asked how active management was in VPP. Ms. Spangler said they are very active, attend meetings regularly and interact with employees on a continuous basis through engaging in the employee assistance program, wingman activities, and suicide prevention. She also indicated the VPP steering group is very active, and the base has six star status locations with one pending.

Mr. Robinson provided comments from the local union perspective and indicated there has been some tension with the multi-union PC committee. Local 1138 represents the vast majority of employees and being a co-equal with the other unions is not always easy. Decision making can become diluted for AFGE by the smaller unions. Mr. Robinson mentioned that the CONOPS is being worked and holding PC meetings tri-annually seems not frequent enough.

4. New Safety AFIs – Mr. Chuck Pyron, HQ AFMC/SEG

Mr. Pyron started by providing an update on the new policy changes and implementation of the new Safety Management System (SMS). He stated that VPP is a recognition system and that each organization remains free to pursue VPP recognition for their efforts. SAF/IEE along with the Air Force Safety Center (AFSEC) invited AFMC to attend a meeting in January to talk about implementation of the SMS. Mr. Ross Marshall indicated this was an important issue for AFSC. Dr. Butler said he wanted AFSC to participate along with AFMC at the AFSEC meeting. Mr. Steve Hildenbrandt indicated it was AFSEC's meeting, but he will ask if AFSC may attend.

Mr. Pyron discussed AFI 91-202, *Air Force Mishap Prevention Program*. He said an interim change is being worked by AFSEC, but the policy mainly provides direction to management and the safety offices. AFGE C214 is currently reviewing the AFMC Supplement pending implementation. Mr. Robinson indicated the union does have a concern about appointing the safety POCs and how the process is managed in addition to ensuring employees receive credit for experience.

Mr. Pyron also provided a background and update on AFI 91-203, *Air Force Consolidated Safety Instruction*. This instruction consolidated all of the 91-series AFOSH standards and rescinded the old ones. It's approximately 1,000 pages long and places everything in one book. Interim changes are in the process of being worked. The significant changes include: fall protection requirements changed from ten feet to four feet, new training requirements for aerial vehicles, new personal protective equipment requirements, and new guidelines on confined space rescue trained/equipped response teams. The depots have spent a million dollars already to meet the new requirements. The new policy removed the main line of rescue for confined space emergencies from the fire department and allows organizations to train and equip their own rescue teams. This will take time and money to train teams to the same standards as the fire departments. Dr. Davy Belk stated how important it is for rescuers to be trained to the level they should be. Mr. Scott said if your buddy is in danger, you will go in and rescue him. Mr. Pyron told a sobering story about three men who died unnecessarily in a manhole due to oxidation because they did not follow proper safety procedures.

After further discussion, Mr. Pyron proposed the way ahead should be to conduct post-implementation bargaining on the AFIs. Mr. Robinson said the union has submitted proposals for official time to review AFI 91-203, and intends to submit proposals on AFI 91-202 soon. Mr. Allen indicated that OSHA standards can be used since the AFOSH standards have been rescinded and the AFIs are currently in bargaining. Mr. Pyron said the rest of Air Force has implemented. Mr. John Steenbock said we have to follow the MLA and the rest of Air Force does not have the same bargaining obligations as AFMC. We can either use the OSHA standards or follow local agreements until bargaining is complete. The ball is in management's court to address the official time request from the union. Mr. Tingey said bases can still use the AFOSH standards. Even though they are rescinded, copies are still available. Mr. Robinson acknowledged the change matrix that HQ AFMC/SE provided to C214, but indicated the union still needs official time to review the changes. This issue will be resolved through impact and implementation bargaining.

5. Depot Legislation Issues – Mr. Brian Burks, AFSC/LGP

Mr. Burks provided an update on pending Depot Legislation issues. He stated that the House wants to improve the Defense Bill by repealing language in the NDAA with regard to the modification of software. Discussion is

currently ongoing concerning the proposed changes. Air Force is the leader among the three Services when it comes to Depot Maintenance software. Within Air Force, we look good; however, the proposed changes are driving Army and Navy to reevaluate their programs. Mr. Marshall indicated our goal is to make sure nothing becomes more difficult in terms of keeping our workload organic. Mr. Burks indicated the Navy is looking at a waiver process for refueling to help alleviate the backlog. Mr. Burks continued to discuss the House Resolution Bill 4310 concerning customary depot-level maintenance actions, definition of software associated with depot maintenance, exemptions for safety modifications, and refueling of aircraft carriers. He also discussed the distinction between "Core Logistics Capabilities" and "Core Depot-Level Maintenance and Repair Capabilities" in terms of establishing capability no later than four years after IOC or fielding in support of operations. If the program has an official IOC, core depot maintenance capability should be established consistent with the IOC+4 requirement. If a program does not have an officially scheduled IOC, the associated weapon system is considered "fielded" at the time when it provides warfighting capability unless a waiver is granted. The bottom line is that AF is engaged with OSD on the proposed legislation which could repeal language prior to FY12 or new language may be adopted.

6. DoD Maintenance Symposium Feedback – Mr. Ross Marshall, AFSC/CA & Mr. Troy Tingey, President AFGE C214

Mr. Marshall followed-up in reference to the Depot Legislation issues by stating that the subject was discussed several times at the symposium in Grand Rapids, Michigan. He said this is the premier conference for OSD. The highlight of the symposium was that Robins won the DoD Mason Award for the C-130 program. Air Force has now won the highest recognition two years in a row. Additionally, General Wolfenbarger provided a keynote address which focused on areas of improvement to include network repair, High Velocity Maintenance, and the CAM process. She also stressed the importance of efficiencies and partnerships and provided a positive AFMC view of the future. General Cooper, HAF/A4, addressed attendees with the perspective that we are transitioning from a wartime mission to a training mission. Mr. Tingey expressed appreciation for what Air Force does and indicated that we do it well. Discussion ensued with regard to sequestration and a possible 10% cut. Mr. Tingey said we need to prepare for some belt-tightening. A congressional rescue does not appear likely. Dr. Butler opined that workload fluctuates up and down like the stock market, and we may see small/localized VERA/SIPs. Mr. Marshall indicated it's better to ramp up from low anticipation than to ramp down from overestimation. Dr. Butler added that it's a double-edged sword, when we're producing at a high level there is a risk of having to cut when the workload goes down.

7. DMAPS TAA – Mr. Richard Rieben, HQ AFMC/A4NL

Mr. Rieben discussed the history of the Depot Maintenance Accounting & Production System (DMAPS) Time and Attendance (TAA) Task Specific Computing (TSC). He said that the purpose of the project was to correct information assurance deficiencies with TAA dedicated workstations and to prepare for AFNet migration. He also said that the timing is important, and TAA conducts approximately 80,000 transactions per day which track labor to production. The task performed on each aircraft is timed through TAA which feeds into Defense Civilian Payroll System (DCPS). Guidance developed by DISA tells how to manage workstations. Security Technical Information Guide (STIG) violations need resolved before migration to AFNet occurs or the system may break causing a two to three minute delay for each transaction. AFRL has developed the DoD Secure Kiosk to meet task-specific requirements to provide immediate user access using existing cabling infrastructure. Test groups will be conducted at Robins, Tinker and Hill within 30 to 60 days with implementation scheduled in 60 to 90 days. Mr. Rieben said he would provide a team register with list of POCs for each base to the union. Mr. Tingey requested that the local union be included on the team at each site. Mr. Rieben indicated the plan is to include the union as they conduct the test and select where the devices will be placed to fulfill the needs on the shop floor. Mr. Scott asked about the manual/paper workaround process. Mr. Rieben indicated it will stay the same. There will be no change apparent to the user except the web browser will switch to Firefox in place of Internet Explorer and the login prompts will change.

8. AFNet Migration – Ms. Karen Newton, 88 CS/SCOO

Ms. Newton provided a description of what will happen when the MAJCOMs collapse into the AF Enterprise Forest which will result in one AF network with a more secure NIPRnet (SIPRnet is not affected). End-user impacts include the ability to log in with their CAC and work from any migrated base, 24x7 access to email and SharePoint when TDY, single email address for PCS, and a centralized AF-wide Enterprise Service Help Desk (ESD). All email addresses will convert to "us.af.mil" versus the employee's base domain, but the organization info will still display in the GAL. Mr. Scott asked if a security clearance is needed to use the network.

Ms. Newton indicated a clearance is required, but it does not necessarily have to be a Secret clearance. Dr. Belk asked if limited storage capacity would still be an issue and discussion ensued with regard to decreased memory limits. Ms. Newton indicated that Wright-Patterson will be the first AFMC base to migrate and said she would provide a copy of the migration schedule for dissemination to PC members following this meeting. She also indicated the IT and SC communities have been meeting regularly and there has been great support for this effort.

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

Mr. Scott provided the background on pay issues resulting from discrepancies in the payout computation of aged comp time. He supplied a copy of an FLRA Decision (66 FLRA 143), dated 21 Sep 11, to the PC members in which the FLRA ruled that the agency's lack of control of the payroll processor was not a basis for relieving the agency of its liability to ensure overtime is paid correctly. The agency was ordered to compensate the employee for underpayments in liquidated aged comp time, liquidated damages, and attorney fees. The union has filed another Unfair Labor Practice (ULP) to enforce the FLRA's decision. Remedy tickets submitted to DFAS take anywhere from six weeks to six months to correct. There is no process to expedite the correction/award and we are forced to wait on DFAS. Someone needs to get DFAS's attention. Dr. Butler indicated it seems like there are different opinions on how to calculate the payout of aged comp time and the formula is different depending on which base you're at. Mr. Steenbock said this is currently being worked by A1 and FM and that a letter was recently sent to SAF/GC for a legal opinion. Mr. Tingey suggested teaching our base payroll people how to dig back through pay statements to confirm these errors. Mr. Scott asked if there was a process for when an employee is underpaid. Mr. Steenbock indicated DFAS sends a letter of indebtedness to the employee and the employee has a chance to appeal. If the employee does not appeal, DFAS deducts from the employee's paycheck. The employee also has the option to write a check or schedule payments. Mr. Scott described a case when an employee was not given an opportunity to appeal which resulted in underpayment, and he proposed sending a letter to DFAS to address the problem. Mr. Robinson suggested one remedy would be to ask DFAS to prioritize urgent high dollar issues rather than responding to remedy tickets strictly first-in first-out. Dr. Butler said that DFAS gets it right 99% of the time, but mistakes do affect personal lives. He tasked A1 and FM to draft a letter to DFAS encouraging them to communicate better and resolve pay issues, particularly high value discrepancies, in a timely manner. In addition, Mr. Steenbock recommended having FM diagram the process for handling pay issues in an effort to look for ways to make the process more efficient.

10. Services Transformation Update – Mr. Pedro Perez, HQ AFMC/A1

Mr. Perez provided the objectives and scope of the Services Transformation Project (STP). A1S participated in a review of programs to develop business plans to include proposals for divestments, modifications, consolidations and innovations to accommodate manpower reductions and funding constraints. Enterprise-wide implementation is at a strategic pause while AF is currently testing some of the STP initiatives. Installations were asked to develop interim business plans to use the STP concept to alleviate immediate financial concerns and mitigate impacts from funding and manpower reductions. Mr. Allen indicated that at Edwards the Children's Library next to housing was closed which had a direct impact on kids not being able to access the library due to transportation issues. He asked how the decision is made to close a facility. Dr. Belk indicated the decision is based on readiness to deploy Airmen and whether it is essential, utilized, sustainable, or if there are other alternatives. Mr. Perez referred to the Air Force Decision Tree and described the process for determining when to discontinue a service which could result in facility closure. Mr. Steenbock said bases are being tasked to handle the process carefully with stakeholder involvement as we consider lessons learned. He continued by saying that not only do we have to follow policy, we also must include the union and listen to our customers. For example, the retirees were very upset about the closure of the Wright-Patt Aero Club. Mr. Allen opined that it's important to advertise the services that are available. Mr. Perez stated that social networking is the primary source for advertising these days. Mr. Perez also stated that any changes would require union notification prior to implementation. Mr. Steenbock said that during his weekly FSS call, he would remind leaders to bring the union in early for input and ideas. Dr. Butler said to remind them that pre-decisional involvement (PDI) is the key to success.

11. Sexual Assault Prevention and Response Update – Dr. Jeff Paddock, HQ AFMC/A1Z

Dr. Paddock started his briefing with feedback concerning a new film on sexual assault (SA) titled, "Invisible War," which has received some negative media coverage. He also indicated that sexual assault in the military continues to receive attention from Congress and the public. Additionally, pending legislation known as the STOP Act would take investigations out of the hands of commanders. SecDef Panetta has issued policy

changes included in the FY12 NDAA with regard to a new requirement for all civilians to complete SA training and for civilian volunteer victim advocates to receive professional certification. When the policy guidance is received for official implementation, the information will be provided to the union for bargaining. Dr. Paddock also provided statistics on the number of SAs reported in the military. Dr. Butler indicated that the movie delivers two key messages; 1) how the victim is traumatized, and 2) how the military legal system victimizes the victim again by trying to keep matters close hold. The legal community is opposed to the movie, but it is worth seeing whether you agree or not.

12. Drug Testing – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw gave an update on the action item to provide the union with the number of SAR code 7 & 5 BUEs that tested positive. He said that AFMC had nine BUEs test positive that should not have been in the pool. Air Force has provided guidance to make the employees whole. The only exception is the four employees who voluntarily resigned. They will not be reinstated since it was their decision to resign. Mr. Shaw indicated he will report out after action has been taken to restore the five employees.

13. AFSC ESOH Council Update – Mr. Ross Marshall, AFSC/CA

Mr. Marshall provided an update on the status of standardizing AFSC ESOH Councils. He said that the Chief of Safety at AFSC is in place, but they are still working the ESOH Council piece. The first AFSC ESOH meeting will be held next month. Mr. Tingey said that Mr. Norton would be the AFGE C214 representative on the AFSC ESOH Council, but Mr. James Schmidt will decide who attends for Tinker. Mr. Shaw asked if the ESOH Council would be issuing decisions that may require bargaining. Mr. Marshall said not right off, but they would share information. Mr. Tingey indicated the local unions are not seeing issues that need bargained, so far.

14. Labor Management Forums (LMFs), PDI, & Metrics – Mr. Tom Robinson, Executive Assistant, AFGE C214 and Ms. Gina Martinelli, HQ AFMC/A1KL

Ms. Martinelli provided a brief history of EO13522 and stated that the goal of LMFs is to improve delivery of government services. She provided an overview of the PC CONOPS and discussed feedback from the members. Discussion ensued concerning the invitation to Joint National and making sure that the right people were invited. Dr. Butler indicated we tried to be as inclusive as possible understanding that now the Installation Commanders need to be more aware of union activities at their base. Mr. Tingey indicated the union is always out-numbered, but that's how it shakes out. Dr. Butler said it's a tough time for travel. Mr. Marshall suggested looking into using VTC to extend access to the next Joint National. Dr. Butler said this was a good idea and should be considered for next time. There was also a discussion on PC membership rotation, and Mr. Marshall suggested having AFSC and AFLCMC maintain a permanent seat on the council due to the size and complexity of the Centers. After deliberating for a while, Mr. Gill recommended increasing the number of representatives from five to six for both the union and management sides. This will allow AFRL and NWC to have a rotating seat with the ability to maintain permanent membership for an HQ AFMC advisor, AFSC/CA, AFLCMC/CA, and AFTC/CA. Dr. Butler and Mr. Tingey agreed, and the PC CONOPS will be reworked to incorporate this change.

Mr. Robinson presented his philosophy on PDI and concept for establishing metrics. He said that employee satisfaction measures are already in place so we don't need to reinvent the wheel. He proposed a chart which measures the number of PDI events, bargaining time and third party intervention. These measurements capture the essence of EO13522 in terms of demonstrating improved governmental effectiveness and productivity. Dr. Butler agreed to give the metrics a try. He presented a draft letter for Dr. Butler's signature on PDI involvement which would endorse the concept across the Command and encourage richer PDI involvement. Dr. Butler agreed to issue a PDI support letter but said some of the contents will need reworked.

15. Migration to OPM eOPF – Ms. Joan Davidson, HQ AFMC/A1KK

Ms. Davidson discussed the establishment of the first eOPF in the Air Force's Personnel Automated Records Information System (PARIS) and described how it evolved under the eGov Act of 2002. She said the law required the conversion of all paper OPFs to electronic. Air Force was scheduled to migrate to OPM eOPF on 1 November 2012, but the date has slipped to February 2013. She indicated that every document in the eOPF is the same, but electronic records provide quicker access and reduce the risk of lost OPFs. An automatic email notification will be sent when documents are added. Mr. Scott asked if the access is the same. Ms. Davidson said that access is restricted to government computers, but she will check to see if access will be CAC enabled. She also indicated that instead of going into AFPC Secure, employees will go through AFPERS; however, retirees will not have access at all. Mr. Marshall asked if there was a reason access is restricted to .mil

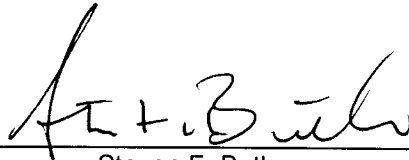
computers and Ms. Davidson said she would check on the answer. Mr. Scott asked how are disciplinary actions removed when actions are revoked and how quickly will they be purged. Ms. Davidson said this info is still in the works, but she will check.

16. VERA/VSIP Update – Ms. Joan Davidson, HQ AFMC/A1KK

Ms. Davidson indicated this issue concerns a PC action item to review standardization of VERA/VSIP withdrawal procedures. She said that the VERA/VSIP process is still considered a pre-RIF process and is negotiated locally. Other procedures and guidance are covered by law. An employee's first request to be considered for VERA/VSIP resulting from a survey is not binding. After an employee voluntarily accepts an offer for VERA/VSIP, the decision is intended to be binding and irrevocable. The process is intended to save another employee from an involuntary separation. Therefore, a withdrawal cannot be approved without a valid reason. Ms. Davidson provided examples of both valid and invalid reasons for not accepting an employee's request for withdrawal. Mr. Steenbock indicated that if an employee receives an erroneous retirement estimate, it would have to be an extreme situation to warrant a withdrawal from VERA/VSIP. Ms. Davidson recommended appropriate action to clarify the issues would be to provide guidance to civilian personnel offices reminding them to use prescribed forms and follow the rules for situations when employees request a VERA/VSIP withdrawal. Mr. Steenbock accepted action to instruct the Centers on standard notices and procedures for withdrawal. Ms. Davidson said the bases have been handling the process differently, so guidance to standardize the procedures will be provided to our bases.

Dr. Butler concluded the meeting to ensure members could make dinner reservations at Young's Dairy on time. Since there was not enough time to review action items, Mr. Shaw said he would follow-up to ensure action items were addressed. The members discussed the next PC meeting and proposed holding it at Tinker on 20-21 February 2013. Ms. Martinelli will provide the dates to the PC members as soon as the dates are finalized. The meeting was then adjourned.

Minutes Approved By:



Steven F. Butler

Troy Tingey