

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

30 – 31 October 2018

Wright-Patterson Air Force Base, Ohio

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 52nd meeting on 30-31 October 2018, at Wright-Patterson AFB OH. Ms. Patricia Young, 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. Ms. Jody Lindley, HQ AFMC/CAE; Mr. Brian Friedrich and Ms. Collette Myers from HQ AFMC Labor Relations office; Mr. Jeff Hughett, Wright-Patterson AFB Labor Relations Officer; Ms. Pam McGinnis and Ms. Rhonda Harris, AFGE Local 1138 participated as guests.

1. Opening Remarks: Mr. Randy Shaw, HQ AFMC/A1KL, introduced everyone participating as guests. He also recognized Dr. Andrew Powell, AFGE Council 214, for recently completing his doctoral program. Mr. Shaw informed the participants of a last minute addition to the agenda, which included HQ AFMC/FM briefing an overtime tool designed for firefighters. Ms. Young and Mr. Tingey welcomed attendees to the PC. Ms. Young thanked everyone for attending and supporting the Partnership Council. Mr. Tingey also thanked everyone for participating and welcomed Mr. Thaddeus Wallace, President, AFGE Local 1897, as our newest member to the Partnership Council.

2. Local Partnership – Mr. Jeff Hughett, 88 FSS/FSMCZC

Mr. Hughett discussed some of the issues worked between the Wright-Patterson AFB Labor Relations office and AFGE Local 1138. He talked about the back-ups at the gates and said the 88 ABW/CC, Col Thomas Sherman, was looking at multiple courses of action to alleviate some of the traffic concerns after completing a traffic flow analysis. Ms. Young addressed some of the measures Col Sherman is taking to include working with the Ohio State Highway Patrol to reduce the illegal use of shoulders and traffic lanes entering the base. She also mentioned that the number of military defenders currently deployed is an issue, and he is looking at options to help reduce the limited number of personnel needed at the gate. Ms. McGinnis said she tried to bargain an MoA pertaining to back-ups at the gate and employees being disciplined for arriving late, but was told it was not a bargainable issue. Mr. Tingey stated if there is an impact to employees, then it should be bargained.

AI 18-10-01: Provide examples and review discipline concerns with BUEs at WPAFB for reporting late for duty due to delays at gates entering the base.

AI 18-10-02: Contact Air Staff to get an update on the consideration of adding civilian defenders to help with installation entry control.

Mr. Hughett then talked about the use of sign-in/sign-out boards within organizations. He also said he really didn't have any concerns with their Local Supplement Agreement to the Master Labor Agreement, and they were working to get the ground rules completed.

Mr. Hughett then talked to their major accomplishments, which included AFGE Local 1138's move to an on-base facility, and the completion of Interest Based Bargaining and Conflict Resolution training. Ms. McGinnis said she was concerned with the personnel in the 0318 job series being reclassified and was told by the AFMC Labor Relations Office that this is a local issue and would not be bargained at the Command level.

AI 18-10-03: Contact local Communications Squadron leadership to find out what is driving the requirement to reclassify 0318s and how many are being impacted.

3. Recall/Accountability – Mr. Wayne Harker, HQ AFMC/A3OX and Mr. Jeff Bradley, HQ AFMC/A1R

Mr. Bradley provided an overview of the Air Force Personnel Accountability and Assessment System. He talked about how many times accountability and recall programs were used interchangeably when they are separate events altogether. He provided an overview of recent events and the number of AFMC employees impacted. Mr. Shaw asked if family members were also included in these numbers. Ms. Young talked about the work the Air Force was involved in with local cell phone companies due to the devastation from the recent hurricanes. Mr. Bradley discussed the goal of 100% accountability within 48 hours, but the accountability extends beyond the 48 hours until 100% accountability is reached. He went on to state that in 2017 and 2018, AFMC was able to reach 100% accountability during every event.

Mr. Harker discussed the notification and recall process. He explained that recalls are used to bring people back onto duty when required. He also explained that personnel being recalled are considered essential and the requirement to be recalled is built into their position description. Mr. Tingey asked to how low of a level could a recall be delegated. Ms. Young explained in AFMC it could be pushed down to her level and potentially to HQ AFMC/A6 if necessary. Mr. Bill Snodgrass, HQ AFMC/A1, explained this scenario would only happen if the AFMC/CC, CD and CA were incapacitated. The discussion continued and the participants agreed there was no mandatory requirement for non-essential personnel to complete the accountability in 48 hours. If someone was not accounted for, they would not be disciplined unless they were in a position that required them to report.

4. Wingman Days & EAP Utilization – Ms. Jennifer Treat and Ms. Danna Plewe, HQ AFMC/A1R

Ms. Treat discussed the direction the Air Force and AFMC are heading with regard to Wingman Days. She provided that the Air Force wanted to take a strategic pause with Wingman Days in 2018, but AFMC decided to press forward. AFMC decided to incorporate more flexibility locally and eliminate the mandatory training associated with the activities. Ms. Treat provided the statistics gained from employee feedback and found that people generally enjoyed Wingman Days and found them to be valuable. Mr. Kevin Stamey, AFSC/CA, asked about how many people provided feedback. Ms. Treat stated about 600 people responded.

Ms. Treat went on to talk about the value of her recent site visits to AFMC installations and the next step. She explained the role of the Community Support Coordinators (CSC) and said they are tasking the CSCs to tailor services to meet local needs. Ms. Treat said the goal is to create a community action plan and focus on things that can be improved at work since, in the realm of work-life balance, they have little influence over things happening at home. She said unit cohesion and connectivity at work will be key areas addressed. Ms. Young asked about any word from the field pertaining to Wingman Days. Mr. Carl Dahms, President, AFGE Local 916, said employees were happy to get away from the mandatory training incorporated into Wingman Days. Mr. Tingey said they are not hearing anything negative about the changes being implemented and said he believes getting the CSCs out to the employees is critical. Mr. Kris Borders, AFGE Council 214, said he has employees who indicate they cannot access the services being offered even though they are being advertised as something available for use.

AI 18-10-04: Provide specific examples of Edwards AFB's BUEs not getting assistance through EAP when requested.

Ms. Plewe stated that the top issues related to the employees' Employee Assistance Program (EAP) use include depression, anxiety, and relationship concerns. Ms. Plewe provided the statistics on overall usage broken down by categories such as employee, supervisor, family member, etc. Mr. Tingey inquired about the role of the supervisor. Ms. Plewe said the supervisor's role is just making sure employees are aware of services available. Mr. Snodgrass explained the confidentiality built into the program to protect the employees. He went on to remind everyone that this program is now Air Force wide and is available to family members as well.

Mr. Dahms asked if we can now consider the Wingman Advocate program discontinued. Ms. Young explained that leaders are gathering additional information, but any expansion is on hold. Mr. Snodgrass mentioned that Robins AFB is looking at a hybrid of the Wingman Advocate program, but for now everything is on hold.

Ms. Plewe continued discussing the latest usage statistics and explained that EAP counselors are available at our different installations. Mr. Stamey said he would like to see the data broken out by category so he has a better understanding of the services employees are using.

AI 18-10-05: Provide PC members the EAP stats broken out by category (e.g., employee/family member, etc.) Ms. Plewe said that after the site visits Ms. Treat and she conducted, she realized the need to improve visibility of the EAP program. Ms. Treat reiterated their goal is to ensure the CSCs are doing a better job of getting information to the employees.

AI 18-10-06: Provide update on progress in getting the word out on available resources pertaining to EAP and other helping agencies.

Mr. Snodgrass said we would also send the updated 4th quarter data out to the PC members.

AI 18-10-07: Send PC members the EAP 4th quarter data and additional breakout by employee.

5. Defense Performance Management & Appraisal Program (DPMAP) – Ms. Amanda Blankenship, HQ AFMC/A1KL

Ms. Blankenship provided insight into the overall statistics on performance ratings from the most recent appraisal cycle. She highlighted the demographics of personnel being rated under DPMAP by Center and installation before breaking out the percentages similarly. Ms. Blankenship also discussed her recent performance plan review as well as the timelines associated with appraisals for employees new to DPMAP. Mr. Dahms inquired into the review of the performance standards. Ms. Blankenship provided that for all the plans she had looked at, some did lack the appropriate standards. Mr. Dahms said he was concerned with the performance plans not being adequate and the lack of effort from management to educate the workforce. Mr. Borders expressed what he viewed as a lack of training as well. Mr. Stamey suggested he and Mr. Tingey work together to tailor training for supervisors writing performance plans. Mr. Snodgrass suggested they look at the existing training as a starting point and expand to meet each installation's unique needs. Ms. Tammy Lyons, HQ AFMC/A1K, said her staff will work with the AFSC/DP staff to develop training to meet the needs.

AI 18-10-08: Tailor training to assist supervisors in writing DPMAP performance plans.

Ms. Lyons said she is concerned with trying to address and fix the issues with this year's performance cycle since we are so late in the cycle and suggested we focus on putting fixes in place next year. Ms. Lyons said she would also make sure to send out a message out reminding everyone when it is appropriate to update performance plans.

AI 18-10-09: Send email to remind personnel the appropriate timeframes to update DPMAP performance plans.

Mr. Stamey also expressed AFSC's need for more employees with super user access to DPMAP. He said DPMAP in AFSC costs about 45 million dollars to administer and even little improvements can have a large financial impact. Ms. Blankenship said it is possible to grant more employees super user access, as long as they are assigned within the Directorate of Personnel.

AI 18-10-10: Review requirements for DPMAP super users and grant access where appropriate.

6. Personal Assistants/Service Animals – Mr. Keith Tickle, HQ AFMC/A1KQ

Mr. Tickle started out by defining personal assistants as necessary to help an employee meet the essential functions of the job and specifically daily life activities. He went on to provide several examples of where an employee might be able to use a personal assistant. Mr. Tickle also explained that someone with a targeted disability could request personal assistant services but also said medical services are not included in this type of assistance. Mr. Stamey asked if the agency hired a personal assistant and that assistant was providing medical services could the agency be held liable. Mr. Tickle said yes the agency could be held liable which is another reason to keep medical services separate. Mr. Borders wanted to know who provides personal assistance. Mr. Tickle stated that usually the agency contracts out these services because rarely

are these services needed on a full-time basis, but a personal assistant could potentially help multiple employees. Mr. Borders asked from which office would an employee request assistance. Mr. Tickle responded requests for assistance should be made through the Installation Disability Program Manager. Mr. Tickle said he would provide the Personal Assistance Services (PAS) Guide to the PC members.

AI 18-10-11: Provide Personal Assistance Service Guide to PC members.

Mr. Tickle went to explain that a request doesn't guarantee a personal assistant as the agency must consider undue hardship.

Mr. Tickle then explained the difference between service animals and comfort animals, and stated that service animals must be required for a disability and must perform some task for the employee that the employee cannot perform due to the disability. He also highlighted that the only approved service animal is either a dog or a miniature horse.

7. Voluntary Protection Program (VPP) – Mr. Chuck Pyron, HQ AFMC/SEG

Mr. Pyron provided that the next VPP steering committee will be held on 15 Jan 19 at 1400. He said AFMC has two new star sites since the last VPP update. Mr. Pyron also mentioned that although workers compensation has increased by 3 million dollars this Fiscal Year, that is really not much of an increase considering the overall cost. Mr. Pyron also said the future of VPP is really an AFMC decision and reiterated that VPP is a recognition program rather than a Safety Management System (SMS). Ms. Young asked who determines whether or not to pursue VPP. Mr. Tingey said in the past it was left up to the Centers to decide but AFSC mandated VPP across the ALCs. Mr. Stamey said he believes there is value in employees taking ownership in the safety program and thinks it makes sense in the Complexes and maybe not as much in other organizations. Mr. Pyron expressed there is still employee ownership built into the SMS. Mr. Dahms said he believes there is value in the VPP and hates that some people see it as "chasing a star." Discussion ensued around the room, and Ms. Young expressed she is hearing from around the room that people believe there is goodness in the program from an employee buy-in perspective. The consensus at the table is to remain status quo until a discussion takes place at the next AFMC VPP Steering Committee in January.

8. Two-Year Associate Degree Program Marketing – Mr. Mike Owens, HQ AFMC/A1DS

Mr. Owens provided an update on the Civilian Associates Degree Program and highlighted details on the strategy for advertising the program in CY19. Mr. Wallace inquired about the application process. Mr. Owens explained the process through the Civilian Development Education program and promised to make sure he received some information relative to this program.

AI 18-10-12: Send Mr. Wallace previous PC info pertaining to 2-Year Associates Degree program.

Ms. Young talked about the analysis being completed to look at the massive email that goes out and how to better target the programs available to different employees. Mr. Dahms asked about the disparity between the lower graded WG applicants. Mr. Owens said he would get an answer for Mr. Dahms.

AI 18-10-13: Request explanation of the data on the number of WG quotas vs GS quotas. Mr. Owens also stated that as part of the marketing strategy they would request the union make advertising flyers to the employees in their organization.

AI 18-10-14: Provide 2-Year Associates Degree Program marketing flyer to AFGE to assist with marketing the program.

Mr. Mitch Clark, HQ AFMC/A1D, came back in the meeting later in the day to explain why they are seeing a lower number of wage grade applicants at the lower grades.

9. Recognition – Ms. Patricia Young, AFMC/CA, Mr. Troy Tingey, President, AFGE Council 214

Ms. Young and Mr. Tingey welcomed Mr. Wallace, President AFGE Local 1897, as the newest member of the Partnership Council. Mr. Wallace said he was glad to be a part of the Partnership Council and was looking forward to working with everyone again.

10. Hiring Impacts on Highly-Sensitive Positions – Ms. Molly Fore, HQ AFMC/A1KK

Ms. Fore provided background information on Sensitive Compartmented Information (SCI) adjudications. She explained that prior to the recent Office of the Director of National Intelligence (ODNI) policy memorandum coming out a lot more SCI adjudications were taking place. Now, adjudications will only occur if the position requires it. She explained that job offers can no longer be extended until employees have an adjudication or an interim SCI. Ms. Young asked if a candidate could be on-boarded with a Secret Clearance, but not start their duties requiring the SCI until they receive the appropriate clearance. Ms. Fore responded, yes they could while they were pursuing the SCI. Ms. Young also asked if the continuous evaluation process is something we are pursuing. Mr. Scott Peake replied “only for periodic reinvestigations.” Discussion ensued around the room pertaining to what can be done to offset some of the constraints with the delay in the hiring process. Ms. Fore explained that the Air Force has been silent on this issue and AFMC developed a work around; however, the Air Force Personnel Center indicated AFMC’s work around is a deception of the position in the Defense Civilian Personnel Data System. Ms. Young asked if we have elevated this issue to Air Staff.

AI 18-10-15: Contact Air Staff to address work around for hiring personnel with requirement for SCI clearance.

11. Multi-Trades Demonstration Update – Mr. Kevin Stamey, AFSC/CA

Mr. Stamey said the recent Business Case Analysis (BCA) conducted on the Multi-Trades Demonstration Project indicates a negative impact to production. He said they would have to go

back to Congress to justify why the organization would move forward with a BCA that doesn't show a positive return on investment. Mr. Tingey said he would like to see a copy of the BCA.

AI 18-10-16: Provide a copy of the BCA on multi-trades with Mr. Tingey.

Mr. Stamey said he will meet with Lt Gen Robert McMurry, AFMC/CC, to discuss the best way to move forward. Mr. Tingey believes there is a way to do some multi-skilling without having to go through the Office of Personnel Management and back through Congress. Mr. Stamey also believes there are some other options to consider. Ms. Young reiterated the need to bring LtGen McMurry up to speed and discuss the other potential options.

AI 18-10-17: HQ AFMC/A1K partner with AFSC to look at multi-skilling options.

12. Recruiting Events and Results – Ms. Joyce Labenski, HQ AFMC/A1KK

Ms. Labenski provided an overview of upcoming recruiting events, recruiting tools utilization and provided some current metrics. She talked about some things they are doing to cut down on duplicative recruiting events and ways to capitalize on synergy. She started by having monthly meetings with recruiters across the Command to address the best way forward. Mr. Stamey said they were doing something similar in the science and engineering community. Ms. Labenski explained the office she is working with at the Air Force Personnel Center (AFPC) isn't tied to any functional community; therefore, they can look at recruiting corporately. Ms. Young explained that Air Force is looking at recruiting across the board since there is currently "a war on talent." Ms. Young said it is imperative that we continue to look at the best ways to stay competitive. Ms. Labenski also provided an overview of the many tools they are using or considering for use to stay competitive. Ms. Young asked if the AFPC cell working recruiting initiatives are tracking recruiting metrics.

AI 18-10-18: Contact AFMC recruiting cell to obtain any additional recruiting metrics being tracked to determine if beneficial to share. Mr. Jack Blackhurst, AFRL/CA, requested an update on these recruiting initiatives at the next PC.

AI 18-10-19: Ensure recruiting update briefing is on the next PC agenda.

13. Overtime Tool Preview – Mr. George Diehl and Mr. Kevin Locker, HQ AFMC/FMC
Mr. Diehl explained the overtime tool he was previewing was developed as a tracking tool for firefighters to estimate overtime caps. The goal is to provide transparency for the employee and the supervisor; therefore, they also provide links to the documents in the tool which assists with understanding the rules and math behind the calculations. He went on to provide an example of how the numbers align once the data is entered. Ms. Young said both the supervisor and employee can use the tool to ensure the employee's pay doesn't extend beyond the permissible salary caps. Mr. Stamey inquired as to where someone can access the tool. Mr. Diehl responded the tool is currently available on the HQ AFMC/FM SharePoint site.

AI 18-10-20: Share link to overtime tool with PC members.

14. Pre-Employment Drug Testing/Physicals – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons highlighted the AF/A1 memo which authorizes commanders up to 48-hours after an employee's entry on duty into a designated testing position. This memo allows commanders to on-board employees while also inheriting some risk. Once on-boarded, the employee must be drug tested within 48 hours. Mr. Stamey asked if a Center can determine to waive the requirement across the entire Center. Ms. Lyons explained that once the AFI is published and if Maj Gen Carl Schaefer delegates the authority to the Center, the Center Commander could make the decision.

15. AFMC Hiring Initiatives – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons provided an update on the tiger team initiative to realign non-competitive workload from AFPC to AFMC. Mr. Stamey asked if this change includes priority placement hiring. Ms. Lyons explained that it depends on the situation. She also mentioned that initially this effort only applied to management reassignments, career promotions, temporary promotions and details but effective 28 Oct 18, this initiative expanded to all AFMC non-competitive actions. Ms. Lyons talked about AFMC working with AF/A1X to review Commercial-Off-The-Shelf (COTS) products to help with automated resume reviews. Ms. Lyons also reviewed the AFMC Central Selection Pilot. She said both LG and PK were using the Central Selection Pilot for external position fills, and the supervisor isn't involved in the selection but the selecting office partners with the functional home office to make the selection. Ms. Lyons also reminded everyone, if the employee is not a quality employee the supervisor has 2 years to address the issue during the probationary period.

Ms. Lyons then discussed the realignment of the AFPC Operating Locations (OL) to AFMC on 28 Oct 18. She talked about the recent roadshows conducted at Hill, Robins, Tinker, and Wright-Patterson Air Force Bases to talk about this recent transition. Ms. Lyons also said AFPC and AFMC will be using the same metrics to compare results of their efforts and wanted to make sure they are doing an apples-to-apples comparison. Mr. Stamey asked why we no longer care about end-to-end results. Ms. Lyons explained they are focused on the vacancy time of positions, and they are still trying to figure out the best approach to measuring it. Mr. Stamey said he is still concerned with not tracking the end-to-end results. Mr. Snodgrass informed the group that more detail on this initiative will be provided at the CA Roundtable meeting on 1 and 2 Nov 18.

16. Labor Relations Executive Orders – Mr. Randy Shaw, HQ AFMC/A1KL

Mr. Shaw provided an overview of the May 18 Executive Orders (EO) 13836, 13837, and 13839 that impact labor and employee relations. He discussed the major provisions of each of the EOs, highlighted the items which were struck down in a U.S. District Court Summary Judgement on August 24th, and what provisions in the EOs remain in effect. Mr. Shaw informed the Council that OPM and the Department of Justice filed an appeal to the judgement and the case is now with the U.S. Court of Appeals for the D.C. Circuit. He said we will continue to see clarifying guidance as we move forward. Mr. Shaw also mentioned several reporting requirements that management assumed as a result of the EOs. Mr. Tingey said he was concerned with the impact

the EO's have on the ability to use Alternative Dispute Resolution. Mr. Shaw believes ADR could still be a viable alternative and that he and Mr. Tingey could discuss this issue more offline. Mr. Wallace wanted to know if the information reported up could be shared with union officials.

AI 18-10-21: Review Executive Order 2018 Data Collection of Promoting Accountability & Streamlining Removal Procedures to see if data can be shared with the union.

17. Action Item Review/Wrap-Up – Mr. Randy Shaw, HQ AFMC/AIKL

Mr. Shaw requested Mr. Robert Good, HQ AFMC/AIKL, review the previous AIs prior to addressing the AIs added during this session. Mr. Good reviewed each of the AI's and provided a status update on each item. Mr. Tingey requested AI 18-02-17: Look at the issuance of new AFI's and the process they go through for bargaining obligations, be kept open until he had an opportunity to discuss the publication with the AFMC Labor Relations office. Mr. Good identified AI 18-05-09: Obtain and share wage hearing information at Edwards, to remain open until the Wage Survey Information pertaining to Edwards AFB is provided to Mr. Borders. Mr. Borders said he is concerned that no one from OPM approached him about the Wage Survey data being collected and, although he has requested to participate in the survey, he never receives any information from anyone on how to be included.

AI 18-10-22: Review Edwards AFB wage survey policy concerning union involvement.

Mr. Shaw then reviewed all of the new Action Items identified during the meeting. He asked if we had accurately captured the items and if anyone had anything they would like to add. Mr. Tingey asked about what was going on with the ground rules for the NAF Contract. Mr. Shaw replied Mr. Tingey had requested we hold off on moving forward until a decision is rendered on the EO's. Mr. Tingey said he is also interested in discussing the use of official time for NAF representation. Mr. Shaw and Mr. Tingey agreed to hold off-line discussions pertaining to both of these issues.

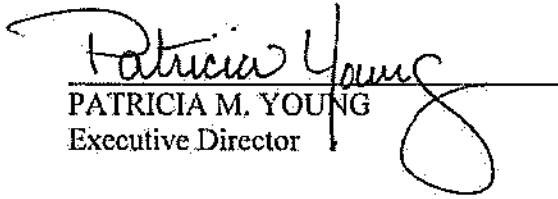
AI 18-10-23: Discuss NAF ground rules and official time with Council 214. Mr. Tingey said he would also like to discuss the EOs impact on "clean records."


AI 18-02-24: Discuss clean records with Council 214.

Mr. Shaw identified the week of 4-8 Mar 19 as the date of the next PC meeting at Arnold AFB, TN. The plan is to hold the PC on the 5th and tours on the 6th. Mr. Shaw stated he is looking at hosting the next Joint National (JN) meeting at Wright-Patterson AFB in May 19. Ms. Young told everyone the JN meeting is still tentative depending on when the new AFMC/CC is assigned and the availability of the AFGE National President.

Ms. Young and Mr. Tingey thanked all the attendees for coming and making time in their busy schedules to attend. The members proceeded with tours of AFMETCAL in Heath, Ohio on 31 Oct 18.

Minutes Approved By:


PATRICIA M. YOUNG
Executive Director


TROY TINGEY
President, AFGE Council 214

Action Items from Previous PC's			
AI#	Description	OPR	Status
18-02-01	Review what is happening in the Maintenance Community relevant to Wingman Days? (Review how Wingman Days are administered and what/how is the intended message getting to the employees)	AFMC/A1R	CLOSED
18-02-03	Advertise the 2 Year Associates Program in a manner that extracts it from the overall CDE Program. (Targeting marketing to the FWS workforce to ensure the message is getting to the appropriate audience.	AFMC/A1D	CLOSED
18-02-04	Receive customer feedback on the two-year associates' degree program application process.	AFMC/A1 AFMC/A1D	CLOSED
18-02-17	Look at the issuance of new AFI's and the process they go through for bargaining obligations.	AFMC/A1KL	CLOSED
18-05-01	Review DPMAP Performance Standards concerning accuracy and proper format.	AFMC/A1KL	CLOSED
18-05-02	Provide examples of both good and bad DPMAP performance plans.	AFGE	CLOSED
18-05-03	Send out an email to PC members explaining the differences in performance timelines associated with DPMAP.	AFMC/A1KL	CLOSED
18-05-04	Explore if Hill AFB is pulling back from VPP.	AFSC/CA AFGE	CLOSED
18-05-05	Once EAP 2 nd qtr data is collected – send to PC members.	AFMC/A1R	CLOSED
18-05-06	Add question to EAP Survey addressing where respondents heard about EAP.	AFMC/A1R	CLOSED
18-05-07	Include family member's breakout in EAP stats.	AFMC/A1R	CLOSED
18-05-08	Provide proposed changes to the VPP Roadmap.	AFGE/C214	CLOSED
18-05-09	Obtain and share wage hearing information at Edwards.	AFMC/A1K	OPEN
18-05-10	Provide multi-trade update briefing to AFMC/CC early July 18.	AFSC/CA	CLOSED
18-05-11	Discuss restructuring impact on publications with Michelle Lowe-Solis. (Where will AFI 33-360 reside)	AFMC/A1	CLOSED
18-05-12	Send Mr. Tingey a copy of AFI 33-360.	AFMC/A1KL	CLOSED
18-05-13	Determine Surrey availability for Heath Ohio visit in September.	AFLCMC/CA	CLOSED
New Action Items from Oct 2018 - WPAFB			
18-10-01	Provide examples and review discipline concern with BUE's at WPAFB for reporting late for duty due to delays at the gates.	AFGE - L1138 AFMC/A1KL	OPEN
18-10-02	Contact Air Staff to get an update on the consideration of adding civilian defenders to help with installation entry control.	AFMC/A1	OPEN
18-10-03	Contact local Communication Squadron leadership to find out what is driving the requirement to reclassify 0318s and how many being impacted.	AFMC/A1KL	OPEN
18-10-04	Provide specific examples of Edwards AFB BUEs not getting assistance through EAP when requested.	AFGE – L1406	OPEN
18-10-05	Provide PC members the EAP stats broken out by category (e.g. employee / family member, etc.)	AFMC/A1R	OPEN
18-10-06	Provide update on progress in getting the word out on available resources pertaining to EAP & other helping agencies.	AFMC/A1R	OPEN

18-10-07	Send PC members EAP 4 th quarter data and additional breakout by employee.	AFMC/A1R	OPEN
18-10-08	Tailor training to assist supervisors in writing DPMAP performance plans.	AFMC/A1KL AFSC/DP	OPEN
18-10-09	Send email to remind personnel the appropriate timeframes to update DPMAP performance plans.	AFMC/A1KL	OPEN
18-10-10	Review requirements for DPMAP super users and grant access where appropriate.	AFMC/A1KL	OPEN
18-10-11	Provide Personal Assistance Service Guide to PC members.	AFMC/A1KQ	OPEN
18-10-12	Send Mr. Wallace previous PC info pertaining to 2-Year Associate's Degree program.	AFMC/A1KL	OPEN
18-10-13	Request explanation of the data on the number of WG quotas vs GS quotas.	AFMC/A1D	CLOSED
18-10-14	Provide 2-Year Associates Degree Program marketing flyer to AFGE to assist with marketing the program.	AFMC/A1KL AFMC/A1DS	OPEN
18-10-15	Contact Air Staff to address work around for hiring personnel with requirement for SCI clearance.	AFMC/A1	OPEN
18-10-16	Provide a copy of the BCA on multi-trades with Mr. Tingey.	AFSC/CA	OPEN
18-10-17	AFMC/A1K partner with AFSC to look at multi-skilling options.	AFMC/A1KK AFSC/DP	OPEN
18-10-18	Contact AFPC recruiting cell to obtain any additional recruiting metrics being tracked to determine if beneficial to share.	AFMC/A1KK	OPEN
18-10-19	Ensure recruiting update briefing is on the next PC agenda.	AFMC/A1KK	OPEN
18-10-20	Share link to overtime tool with PC members.	AFMC/A1KL	OPEN
18-10-21	Review Executive Order 2018 Data Collection of Promoting Accountability & Streamlining Removal Procedures to see if data can be shared with the union.	AFMC/A1KL	CLOSED
18-10-22	Review Edwards AFB wage survey policy concerning union involvement.	AFMC/A1K	OPEN
18-10-23	Discuss NAF ground rules and official time with Council 214.	AFMC/A1KL AFGE C-214	CLOSED
18-10-24	Discuss clean records with Council 214.	AFMC/A1KL AFGE C-214	CLOSED

**AIR FORCE MATERIEL COMMAND
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214
PARTNERSHIP COUNCIL MEETING
30 – 31 October 2018**

BLDG 262, HQ AFMC CONFERENCE ROOM, WPAFB AFB, OH

TUESDAY, 30 OCT 2018

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0730 – 0800	<i>Travel to Bldg 262</i>
0800 – 0810	<i>Welcome/Opening – Administrative Remarks/Agenda Review (Ms. Patricia Young and Mr. Troy Tingey)</i>
0810 – 0830	<i>Local Partnership (Mr. Jeff Hughett, 88 FSS/FSMC & Ms. Pam McGinnis, AFGE LI138)</i>
0830 – 0900	<i>Recall and Accountability (Mr. Wayne Harker, HQ AFMC/A3OX & Mr. Jeff Bradley, HQ AFMC/AIR)</i>
0900 – 0930	<i>Wingman Days & EAP Utilization Updates (Ms. Jennifer Treat, & Ms. Damia Plewa, HQ AFMC/AIR)</i>
0930 – 1000	<i>DPMAP Update and Statistics (Ms. Amanda Blankenship, HQ AFMC/A1KL)</i>
1000 – 1015	<i>Break</i>
1015 – 1045	<i>Personal Assistants / Service Animals (Mr. Keith Tickle, HQ AFMC/A1KQ)</i>
1045 – 1100	<i>2 Year Associates Degree Program Marketing (Mr. Michael Owens, HQ AFMC/A1DC)</i>
1100 – 1130	<i>Voluntary Protection Program (Mr. Chuck Pyron, HQ AFMC/SEG)</i>
1130 – 1145	<i>Recognition of Partnership Council Members</i>
1145 – 1200	<i>Group Photo (Bldg 262 – Front Steps)</i>
1200 – 1300	<i>Lunch (Catered In - McAlister's)</i>
1300 – 1330	<i>Hiring Impacts on Highly Sensitive Positions (Ms. Molly Fore, HQ AFMC/A1KK)</i>
1330 – 1345	<i>Multi-grades Demo Update (Mr. Kevin Stuney, AFSC/CA)</i>
1345 – 1415	<i>Recruiting Events and Results (Ms. Joyce Labenski, HQ AFMC/A1KK)</i>
1415 – 1430	<i>Pre-Employment Drug Testing and Physicals (Ms. Tammy Lyons, HQ AFMC/A1K)</i>
1430 – 1445	<i>Break</i>
1445 – 1500	<i>Update on AFMC Hiring Initiatives (Ms. Tammy Lyons, HQ AFMC/A1K)</i>
1500 – 1530	<i>Labor Relations Executive Orders Update (Mr. Randy Shaw, HQ AFMC/A1KL)</i>
1530 – 1600	<i>Action Item Review / Wrap Up (Mr. Randy Shaw, HQ AFMC/A1KL)</i>

<i>1600 – 1615</i>	<i>Travel Back to Lodging / Hotel</i>
<i>1615 – 1745</i>	<i>Personal Time</i>
<i>1745 – 1800</i>	<i>Travel to Dinner (El Rancho Grande)</i>
<i>1800 – 2000</i>	<i>Dinner</i>
<i>2000 – 2015</i>	<i>Return to Lodging / Hotel</i>

WEDNESDAY, 31 OCTOBER 2018

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
<i>0715 - 0730</i>	<i>Pick up at Bldg 262</i>
<i>0730 – 0930</i>	<i>Travel to Heath, OH</i>
<i>0930 - 1200</i>	<i>Tours at Heath</i>
<i>1200 – 1300</i>	<i>Lunch Catered by Panera</i>
<i>1300 – 1500</i>	<i>Return to WPAFB</i>

PARTNERSHIP COUNCIL MEMBERS (As of: Oct 2018)

Management Members	Union Members
<p>Ms. Patricia M. Young 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: Patricia.Young@us.af.mil Secretary: Susan Cotten Start Date: May 2016</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: Jun 2012</p>
<p>Mr. John Snodgrass 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.snodgrass.1@us.af.mil Secretary: Cynthia Reynolds Start Date: Nov 2016</p>	<p>Mr. Kris Borders Treasurer, AFGE council 214 P.O. Box 87 Edwards AFB, CA 93523-0087 Phone: (661)860-0971 Email: bordersafge@gmail.com Start Date: Jan 2016</p>
<p>Mr. Kevin Stamey AFSC/CA DUTY TITLE: Executive Director, AFSC 3001 Staff Drive, Bldg3001 Tinker AFB OK 73145 Phone: DSN 339-2202 - COMM 405-739-2202 Email: kevin.stamey@us.af.mil Secretary: Audrey Tilley Start Date: Jan 2018</p>	<p>Carl Dahms President, AFGE Local 916 7125 South Air Depot Oklahoma City, OK 73135 Phone: DSN 884-5139 Email: dahmsc@afge916.org Start Date: Dec 2016</p>
<p>Ms. Kathy Watern 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: kathy.watern@us.af.mil Secretary: Lori Brady Start Date: May 2016</p>	<p>Mr. Steve Allen President, AFGE Local 2221 P.O. Box 2292 Heath, OH 43056-0292 Phone: DSN 366-4294 Email: steven.allen.21@us.af.mil Start Date: May 2018</p>

<p>Mr. David Robertson AFTC/CA DUTY TITLE: Executive Director, AFTC 1 S Rosamond Blvd Edwards AFB, CA 93524 Phone: DSN 527- 4436 - COMM 661-277-4436 Email: david.robertson@us.af.mil Secretary: Lori Hosey Start Date: Jun 2014</p>	<p>Mr. Thaddeus Wallace President, AFGE Local 1897 P.O. Box 1918 Eglin AFB, FL 32542 Phone: (850)882-5714 Email: afgelocal1897@us.af.mil Start Date: Oct 2018</p>
<p>Mr. Jack Blackhurst AFRL/CA DUTY TITLE: Executive Director, AFRL 1864 Fourth St., Bldg 15, Rm 225 Wright-Patterson AFB, OH 45433 Phone: DSN 674-9000 - COMM 937-904-9000 Email: jack.blackhurst@us.af.mil Secretary: Karen Zawada Start Date: Aug 2017</p>	<p>Dr. Andrew Powell Executive Assistant, AFGE Council 214 4375 Chidlaw Rd. Wright-Patterson AFB, OH 45433-5006 Phone: DSN 787-1520- COMM 937-257-1520 Email: andrew.powell.13@us.af.mil Start Date: Aug 2017</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>Mr. Bob Good 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: robert.good.8@us.af.mil</p>	