

## **HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes**

**17 – 18 September 2019**

### **Hill Air Force Base, Utah**

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 54th meeting on 17-18 September 2019, at Hill AFB UT. 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. Mr. Blackhurst, AFRL/CA, attended via VTC. Ms. Pamela McGinnis, AFGE Local 1138, was unable to attend due to illness. All other members were present. Mr. Tony Valdez, Mr. Rick Sanchez and Mr. Mark Baros, from the Hill AFB Labor Relations office, participated as guests. Ms. Leanne Delange from HQ AFMC also participated as a guest.

1. Opening Remarks: Mr. Valdez, 75 FSS/FSCA, provided introductory remarks regarding facility and safety information. Ms. Young and Mr. Tingey welcomed attendees to the PC. Mr. Tingey thanked everyone for taking the time to attend the PC. Ms. Young thanked everyone for attending as well as those from Hill AFB for hosting. She also stated this would most likely be the final PC for Mr. David Robertson, AFTC/CA, due to his upcoming retirement and introduced his replacement, Dr. Eileen Bjorkman. Mr. Tingey introduced Mr. Marion Williams, AFGE Local 987. Ms. Young discussed the importance of the PC because the discussions held at the PC lead to resolution of most of the issues they encounter.

2. Air Force Sustainment Mission Brief – Col Deron Frailie, 75 ABW/CV.

Col Frailie welcomed everyone to Hill AFB. He informed the PC attendees the activity on the installation runway was due to wildfires on the nearby mountains. Col Frailie discussed one of the priorities of the Air Force Sustainment Center (AFSC) being the delivery of combat power through depot work. He stated when they discuss logistics, it is viewed as a “big L” since they provide logistics to all of the Air Force (AF). Col Frailie discussed Hill’s cost consciousness, as they strive to accomplish the mission with cost being a main consideration. Mr. Kevin Stamey, AFSC/CA, identified cost effectiveness as a high mission point. Col Frailie discussed the ways in which the AFSC generates combat power, to include the 729th Air Control Squadron. Mr. Stamey talked about work the AFSC performs for all C-130s, except those owned by the Navy, at Robins AFB. He also noted the work of Hill AFB, stating they lead everyone when it comes to maintenance on aircraft landing gear. Col Frailie discussed the 75th ABW’s role of supporting those who conduct their mission on Hill AFB. He then identified issues facing Hill AFB. These issues included runway construction, which limited the ABW to a single runway. Due to their need to continue to run missions for multiple customers, they were able to open an alternate runway. Additionally, Col Frailie talked about the security forces problems as the ABW worked towards opening another gate. He went on to discuss the installations’ aging facilities and looking into newer facility options. Col Frailie identified the upcoming transition of medical facilities to the Defense Health Agency as another pending issue the installation was facing. Mr. Tingey discussed the impacts of the issues with the “rail shop” gate. Col Frailie then discussed the recent growth of personnel on the installation, mostly within the Air Logistics

Complex (ALC). He also stated the support of the local community has been extremely beneficial to the installation, specifically when it came to the growth of the base. The PC members then went on to discuss enhanced use leases as an option to address personnel growth and the need for facilities.

3. Team Hill Union/Management Partnership – Mr. Tony Valdez, 75 FSS/ FSCA and Mr. Troy Tingey, AFGE Local 1592.

Mr. Valdez spoke about the vision of the local partnership council. He then addressed the principles to which the parties adhere. Mr. Valdez went on to discuss the recent issues union and management encountered where they partnered. He discussed the trainings the parties attended and the benefits of those trainings. Mr. Tingey echoed Mr. Valdez's comments on the benefits of training and stated the mixture of attendees at the Federal Mediation and Conciliation Services training was important. Mr. Tingey encouraged all of the PC members to contact their local Federal Labor Relations Authority offices for training. Mr. Valdez and Mr. Tingey went on to discuss their partnering efforts to resolve the termination of a 4/10 compressed work schedule. They also discussed their commitment to partnership to address the challenges they face today.

4. Robins Pilot: Resources for Civilian Employees – Ms. Jennifer Treat, HQ AFMC/A1RZ.

Ms. Treat opened her briefing by identifying the goal of the Robins Pilot program as increasing unit cohesion and connectedness. She discussed the “getting to outcomes” process used in order to determine the program that would best fit the needs of AFMC. Ms. Treat talked about the multiple existing programs they reviewed. Mr. Tingey asked about the Penn State Clearinghouse for Military Family Readiness. Ms. Treat explained it was a database of benefits programs; however, it did not address the needs her office had identified. Ms. Treat discussed the way ahead regarding the program, including hiring five Community Resource Coordinators (CRCs), the volunteer training needed, and the ratio of support volunteers to employees. Mr. Robertson asked about the funding for these volunteers and training. Ms. Treat stated it was coming from the ALC. Mr. Stamey stated the cost was large due to the ratio, requiring approximately 3,000 employees needing forty hours of training to be volunteers. Ms. Treat discussed the reduction of the training hours to between four and six hours. She stated the goal of the training is to arm the employees with information. Mr. Bill Snodgrass, HQ AFMC/A1, identified the program as “catch and release.” He stated the volunteers needed to build trust with coworkers, but needed to avoid the details of their coworker's situations and acting as the counselor for their coworkers. Mr. Williams commented that, in his experience, programs such as this lead to employees becoming disqualified for their positions and having adverse actions taken against them. Ms. Treat stated they hope to avoid this negative connotation with this program. She stated the goal of this program is to provide help to employees before issues become problematic and affect their ability to continue employment. She stated previous “responsive and reactive” programs have led to the current status and this is a preventative program. Mr. Snodgrass stated the big concern is to reach employees early and to reduce the stigma. Mr. Tingey stated the importance of confidentiality, privacy, and trust. He stated his disagreement with the program if AFMC was looking to use the volunteers as Employee Assistance Program counselors or specialists. Ms. Treat stated the program is to build the volunteers into good wingmen, not counselors or specialists, by providing them with referral information. Mr. Tingey stated the volunteers would

need to ensure they do not participate in office gossip and respect the privacy of their coworkers and confidentiality of the program. Mr. Kris Borders, AFGE Local 1406, asked if management tracks adverse actions for those who use the referral program. Mr. Snodgrass stated they track other inputs for the program and that it would be difficult to track if an issue was moving towards an adverse action before an employee's use of the program or not. He also stated the importance of volunteers following up with an employee.

AI 19-09-01: HQ AFMC/A1RZ determine whether disciplinary actions are included in the Robins AFB Pilot Program metrics.

Mr. Snodgrass addressed the requirement of the volunteer reporting illegal actions, such as the potential to harm oneself or others. Ms. Treat provided examples of different referral programs for employees. She stated the volunteers need to stay engaged with employees to create a support system. Ms. Young stated there is a struggle of how to address the continuously rising suicide rates and ways to ensure employees feel included. She commented how they consistently hear in post-suicide conversations, others are not aware of the suicide victim's struggles. She stated there is a need to see the little signs early and having these type of outreach programs. Ms. Young said that the AF has many programs, but they are not working. She also commented that now when she looks around, people are constantly on their phones. Ms. Treat stated the need for meeting people where they work. Mr. Tingey asked if there was an app. Ms. Treat discussed the AF Connect app and stated that it contains a lot of information, to include a one-stop resource link.

AI 19-09-02: HQ AFMC/A1KL provide a link to the Air Force Connect app to PC members.

AI 19-09-03: HQ AFMC/A1KL solicit input from AFGE Council 214 regarding marketing of the Air Force Connect app and Resource Services.

Mr. Tingey asked how long the AF Connect app had been available. Ms. Treat stated the app was relatively new but it did offer information based on categorized topics. Mr. Snodgrass asked about the training for AFGE union stewards. Ms. Treat stated they planned to offer the volunteer training to union stewards as well. Mr. Williams expressed a desire for supervisors to receive training. He provided an example of a suicide involving a Robins AFB employee in which people saw changes in the victim's behavior, but no one took action to assist. He stated there should be a path or process in place for ensuring someone receives help. Ms. Treat stated they are aware of the situation that occurred at Robins AFB and they have looked at it for lessons learned and best practices. She also stated that supervisors previously received training and they are looking into what is still available for use. She stated that the example at Robins AFB is reality but we learn from the gaps and that betters the program. Mr. Thaddeus Wallace, AFGE Local 1897, stated this program seemed to be suited for partnership. Mr. Snodgrass agreed and stated that moving forward; an all-inclusive communication plan would need to be developed. Mr. Tingey asked if the CRCs were located at Robins AFB. Mr. Stamey stated they were, but he had a desire to expand this program to Tinker and Hill quickly, as he recognized the need for these types of programs. Ms. Kathy Watern, AFLCMC/CA, asked what success would look like. Ms. Young stated AFMC had control in deciding what metrics to utilize in order to determine whether or not the Robins pilot program is successful. Mr. Snodgrass stated the need for

substantial data and that success could not be “just a gut feeling.” Mr. Stamey said Gen Kirkland also asked what success looked like. He stated they had not defined metrics yet, but that doing nothing was not success.

5. Air Force Employee Assistance Program – Ms. Danna Plewe, HQ AFMC/A1RZ.

Ms. Plewe opened her briefing recapping the gap in the Employee Assistance Program (EAP) servicing. She explained the reasons why the Health and Human Services (HHS) could no longer provide the EAP to DoD. She explained how AF was moving forward in the process to obtain their own contract with EAP. Ms. Plewe then proceeded to discuss EAP utilization and statistics. She discussed the conversations she had with personnel at Hill AFB that gave rise to the creation of an advertisement poster. She stated release of this poster was on hold due to the changeover in EAP servicing, as was the majority of EAP advertisements. Mr. Wallace asked what information EAP gathers. Ms. Plewe said that all information provided by employees was voluntary, but it could include the generic topic of an employee’s use of EAP. Ms. Watern asked if there was an email explaining where we are in the process of EAP services or a briefing for use in a Commander’s Call. Ms. Young stated Mr. Snodgrass would disseminate an email. Mr. Snodgrass stated he would also develop a briefing chart for others to use.

AI 19-09-04: HQ AFMC/A1RZ draft and disseminate an email and briefing chart clarifying the status of EAP to the AFMC workforce.

Ms. Plewe stated there was confusion on the status of EAP service due to the timing of the service suspension restoration. She stated outlets reported information regarding the outage after service had been restored. Ms. Plewe stated EAP has been working on creative ways to advertise the program, to include videos with various celebrities. Mr. Snodgrass stated, due to technical difficulties, we could not show the EAP videos in the meeting, but we would provide links to the videos.

AI 19-09-05: HQ AFMC/A1KL provide a link to the EAP videos to PC members.

6. Resilience Tactical Pause and Let’s Connect Event – Ms. Jennifer Treat, HQ AFMC/A1RZ.

Ms. Treat stated that the AF just finalized the tactical pause. She went on to explain the pause was an initiative of Gen Goldfein, as he felt leadership needed to complete a “check in” with their people. She explained management should have used the pause as an opportunity to engage and connect with people. Ms. Treat stated this should not have been a stand down event, but something to build upon. She stated the feedback showed the greatest success came when the lowest level of supervision conducted the event. Ms. Treat discussed HQ AFMC using this as a jumping off point to conduct more events with a focus on people connecting with each other. Mr. Tingey stated the reason this event became more of a training was due to the lack of participation. Ms. Treat explained the way ahead with respect to conducting additional connect events and the frequency of those events. Mr. Tingey expressed a concern regarding the required minimum frequency, two events per year, and length of time, fifteen minutes. Ms. Treat stated her hopes would be that leadership would not conduct these at both set minimums, meaning if they were held twice per year, that they would be longer in length. Ms. Young stated she wanted

to provide flexibility to Commanders, which is why they did not set a specific requirement. Ms. Treat stated the Let's Connect program could be changed based on feedback from future events. Mr. Snodgrass agreed that the events should not exceed the minimum requirements. Ms. Young stated leaders needed to get out and see the workforce. Mr. Tingey conveyed his belief supervisors would conduct these events based on the direction given by the MAJCOMs. Ms. Treat stated that these events are going to be dependent upon personalities and a "one size fits all" approach is not conducive to what leadership is trying to accomplish. Mr. Snodgrass stated feedback will be solicited from the field in order to continue to grow the effectiveness of the connect events. Mr. Williams conveyed his belief that having leadership in the room during tactical pause stifled feedback. He stated he is trying to conduct monthly meetings where employees may provide feedback without the fear of retaliation.

#### 7. AFMC Civilian Acculturation – Col Charles Parada, HQAFMC/A1.

Col Parada stated this initiative stemmed from Gen McMurry's direction to improve the onboarding time for civilian new hires. He also explained the desired outcomes associated with improving onboarding times. Mr. Snodgrass stated the focus is to get employees into a productive state as quickly as possible. Col Parada discussed the tasks and roles at various stages of the on-boarding process. He also presented the objectives and metrics used to measure success with improving on-boarding times. He also shared the statistics regarding new employees regarding the on-boarding process. Mr. Robertson asked about the population of those who were surveyed. Col Parada stated they only surveyed AFMC employees. Mr. Snodgrass added the employees also had to be located at an AFMC installation. Ms. Watern asked who qualified as "HR Staff" regarding one of the survey questions. Mr. Snodgrass stated it included base, center, and program staff personnel. He also asked the union if they would be able to help with the survey of new employees for items such as if a new employee's workspace was ready when they arrived. Mr. Tingey asked if AFMC was tracking how long an employee was on-board and not able to perform the duties of his or her job. Mr. Snodgrass stated they would have to review the comments of surveys to find those details, but it could be looked into as an additional survey question. Mr. Williams asked what information the numbers were based on because he believed Robins AFB had hired approximately 1,200 employees over the previous 12 months. Mr. Snodgrass stated this survey was recently implemented and probably did not capture all of those new hires. Ms. Young also pointed out the response rate of 44%, which could have affected the numbers from Robins AFB. Col Parada stated they were looking into alternate collection methods to increase the response rate. Mr. Stamey commented about the option for completing some requirements after a person is on-boarded, similar to the drug tests. Col Parada concluded his briefing by discussing the top three concerns identified in surveys, key takeaways, and the way ahead.

#### 8. Academic Year 2020 (AY20) Civilian Development Education (CDE) Wrap Up – Ms. Linda Leichty, HQ AFMC/A1DC.

Ms. Leichty discussed the comparison of applicants and selects for the Civilian Associates Degrees Program (CADP) for AF and AFMC. She also explained the MyVECTOR system and challenges with its implementation. Mr. Robertson asked about the possibility of super users at the Center and installation levels. Ms. Young stated that the AF and the Air Force Personnel

Center (AFPC) would not grant additional super users, citing license and site bandwidth issues. Mr. Tingey asked if the MyVECTOR use would continue in the future. Ms. Young informed him it would be as it is now the system of record. She also stated that AFMC was responsible for the vast majority of the feedback on the MyVECTOR system. Mr. Snodgrass discussed how the majority of the issues were related more so to the timing of the implementation of the system. Ms. Watern stated the system frequently being down played a major role in the lack of applicants from AFLCMC. Ms. Young pointed out AFMC's numbers went up overall. Mr. Snodgrass attributed this to AFMC's communication efforts regarding the implementation of MyVECTOR. Ms. Leichty presented the CDE timeline. Mr. Tingey asked if messaging for CDE continued through the entire application period. Mr. Snodgrass informed him that it does. Mr. Blackhurst communicated his only complaint with the previous cycle was there were some things left on the table, such as some degree programs were vacant. Ms. Young stated the final numbers would be reported later as the AY20 board has not met. She also stated some applicants did not qualify for the program for which they applied.

#### 9. OO-ALC Voluntary Protection Program (VPP) Journey – Mr. William Hood and Mr. Joe Blue, OO-ALC/VPP Office.

Mr. Hood discussed the status of the VPP applications for various organizations within the ALC. He identified that EMXG had already obtained Star status under the program. Mr. Stamey asked why EMXG was so far ahead of the other organizations. Mr. Hood stated he believed it was due to a combination of matters, but listed leadership as a major role. Mr. Stamey asked if the work performed in EMXG played a part in quickly meeting VPP Star status requirements. Mr. Tingey stated that all organizations face the same challenges so he did not believe the work contributed to EMXG's ability to obtain Star status. Mr. Blue said that before pursuing Star status, EMXG had a historically low injury rate, which helped meet VPP Star requirements. Mr. Hood discussed the VPP Passport implemented in the ALC and its positive effects on employee engagement in the program. Mr. Blue discussed the Occupational Safety and Health Administration (OSHA) national conference, where AFSC had a major presence. He also explained the OSHA Special Government Employee program, where OSHA trains federal employees to conduct OSHA site visits at sites other than where the employee works. Ms. Young asked who the DoD sponsor was who attended the OSHA national conference. Mr. Blue stated he would provide the contact information for the DoD sponsor.

AI 19-09-06: OO-ALC VPP Office provide the POC for the DoD VPP sponsor.

Mr. Blue showed the initiatives that the ALC has implemented to reduce workplace injuries. He also stated it is an office goal to have a VPP person sent to a reported safety issue within one hour of the report. Mr. Hood discussed the drop in Total Case Incident Rates (TCIR) and Days Away, Restricted, or Transferred (DART) rates since 2008. Mr. Snodgrass asked if the definitions for TCIR or DART changed over the timeframe and if that assisted with the reduction. Mr. Hood said it had not. Mr. Blue concluded the briefing by addressing the recognition the program had received and the plans moving forward with the program. Ms. Young discussed the conversation she had with Gen Bunch regarding the way ahead with VPP. She stated Gen Bunch's decision was to continue to allow Center Commanders to make the decision to participate in the VPP. She also stated Gen Bunch recognized the benefit VPP

brought to the ALCs. Mr. Tingey asked if this meant that the ALCs would be able to make their own decision to participate in VPP. Mr. Stamey stated the AFSC decision was that VPP would be mandatory for the ALCs.

10. Performance Management – Ms. Tammy Lyons, HQ AFMC/A1K.

Ms. Lyons reviewed statistics related to the AcqDemo performance cycle for employees at Arnold AFB. She also discussed the plans for holding briefings at Arnold AFB regarding AcqDemo. Ms. Lyons then discussed the current DPMAP appraisal cycle. She reiterated the communication her office has disseminated emphasizing the requirements for SMART standards. Ms. Lyons also discussed the actions taken because of previous Action Items taken by the Partnership Council. She then discussed the approaches different Centers were taking to utilize SMART standards, to include the AFSC SMART standard working group. Mr. Williams asked about the standards this group was working, as he was not aware of it.

AI 19-09-07: AFSC/DP provide an update regarding the status of the AFSC SMART standard working group.

Mr. Stamey stated he believed the performance plans submitted for a previous Action Item were SMART, but the concerns from the union were the mission tie-in. He stated the importance was to tie those plans to the mission and organization goals. Mr. Williams stated the requirement is for standards to be measurable, however, they are not applicable to the job. Mr. Borders stated that plans do not include how to exceed expectations. Ms. Lyons stated that standards are to be written at the fully successful level and, per the Master Labor Agreement, it is incumbent on the employee to ask the supervisor for an explanation of how to perform at the Outstanding level. Ms. Lyons discussed using templates in AFSC and if an organization could fill in the measurable aspects of the performance plan. Mr. Williams stated it was problematic for leaders higher in the organization to create performance plans. Mr. Borders reiterated this statement, saying the information and details of the plans do not flow to supervisors, so they could not explain the performance plans to employees.

AI 19-09-08: HQ AFMC/A1KL review the process for how writing SMART standards is being disseminated.

Mr. Stamey said there was a need for consistency, but they needed to find the balance for organizations to have flexibility, if needed.

11. 2019 Retro Pay Adjustment Status – Ms. Tammy Lyons, HQ AFMC/A1K,

Ms. Lyons provided a status update on the processing of pay adjustments. She explained how the delay in signing the pay increase into law affected other personnel actions. Mr. Snodgrass asked Ms. Lyons to explain what AutoNOA is. Ms. Lyons explained that AutoNOA was an Army product used to complete personnel actions without the need for an employee to process any portion of the action. She then provided statistics regarding the personnel actions completed using AutoNOA versus those processed manually. Ms. Lyons discussed the lessons learned and informed everyone that an audit would be conducted to ensure actions were processed correctly.

Mr. Tingey stated Ms. Lyons and her team did a great job with the personnel actions, specifically with how quickly they resolved issues. Ms. Young discussed the briefing given to SAF/MR when they decided to set up the team to handle this issue. She stated the Air Staff did not consider the effects the pay adjustment would bring. Ms. Young recognized Ms. Lyons and her team for the foresight regarding the issues the pay adjustment would bring and their efforts to resolve them. Ms. Lyons stated the Centers supported her efforts by providing employees with a staffing background to assist with processing the actions.

## 12. Recruiting Update and Metrics – Ms. Tammy Lyons, HQ AFMC/A1K.

Ms. Lyons discussed the AFMC Virtual Career Fair. She provided the breakdown of positions that management was looking to fill during the fair. Ms. Lyons discussed how the fair was advertised. Mr. Tingey asked how the site worked with everyone on it at the same time. Ms. Lyons said it functioned, however, they were looking at other avenues and host sites. Mr. Snodgrass stated everyone logged into the site at the beginning of the fair and that overwhelmed the subject matter experts. Mr. Tingey asked if the system cut people off due to the timeframes of the fair. Ms. Lyons stated no, as they even had people staying after the fair hours to continue to talk to applicants. Mr. Snodgrass stated AFMC is the only MAJCOM to use the virtual career fair and AFPC was receptive to partnering with AFMC on the idea. Ms. Lyons said they are looking into changing the way they advertise future virtual fairs. She then discussed the Premier College Intern Program (PCIP) Symposiums. Ms. Young discussed the importance of this program, as we need to be college students' first impression of future work opportunities. Ms. Watern stated the program provided access to good talent. She stated the feedback from the AFLCMC employees who attended the PCIP symposium was that it was too late in the employment process. Mr. Snodgrass stated they had identified slots in the PCIP for Wage Grade (WG) employees, but the Vocational-Technical Schools (VoTechs) could not synchronize the school schedules with the government employment schedule. Mr. Stamey commented how there is no opportunity to bring in WG employees as an intern. Mr. Wallace asked if there was a way to partner with the VoTechs to give students the opportunity to intern. Mr. Williams discussed the possibility of VoTechs giving credit for the WG work students perform. Mr. Snodgrass stated it would be useful if the union would be willing to assist in figuring out how to apply the PCIP to the WG workforce.

AI 19-09-09: HQ AFMC/A1KL solicit input from AFGE Council 214 regarding how the PCIP could be applied to the WG workforce.

Mr. Stamey said retention of these employees is not usually a problem. He stated getting them in the door is the hardest part. He also asked if the Central Salary Account was used for this program. Mr. Snodgrass said no but most PCIP interns moved into the Palace Acquire (PAQ) program. Ms. Lyons stated management retained 89% of the PCIP interns by placing onto PAQ positions. Ms. Watern asked if retention was the only metric being used to measure success of this program and suggested following the careers of these employees. Ms. Lyons stated they could follow up with surveys throughout an intern's career. Ms. Young discussed the lessons learned from the PCIP and symposium. Mr. Snodgrass discussed the challenges interns face and opportunities available for management to assist. He gave the example of 12 weeks of rent an



intern must pay, but the Joint Travel Regulation prohibiting the government from paying rent. Ms. Lyons discussed draft legislative language regarding the use of stipends for students.

AI 19-09-10: HQ AFMC/A1K provide the status of the draft legislative language permitting stipends to students.

13. Executive Orders Update – Mr. Bob Good, HQ AFMC/A1KL.

Mr. Good provided the timeline with respect to the Executive Orders (EOs), specifically addressing the judicial proceedings. Mr. Good reiterated that our message to the unions was that we had not rushed into implementation of the EOs like other agencies. He communicated that we were waiting on further guidance to come from the Office of Personnel Management, DoD, and AF.

14. Enterprise Information Technology – Mr. Bill Snodgrass, HQ AFMC/A1.

Mr. Snodgrass discussed the AF is looking into how it does information technology (IT). He explained that there are currently eight locations conducting pilot programs. He said this is a part of the AF Risk Reduction Effort and this effort is looking at how to protect the network and what the IT workload looks like for the future of the AF. Mr. Snodgrass stated this may affect civilian employees in the Communication Squadrons (CS), but would keep everyone informed as he hears more information. Mr. Borders asked about other avenues for those who are not reskilled and kept in the CS. Mr. Stamey said that is always the first option, but at this time, there were too many unknowns. Mr. Borders asked if there was a timeframe associated with this change. Mr. Snodgrass said not at this time and that AFMC was more tuned in to this change than other MAJCOMs due to the large civilian workforce. Mr. Wallace stated that the IT career field employees are capable of finding other jobs and they are going to explore other options when this change is announced. Mr. Stamey said those types of employees will most likely be the ones who are reskilled. Mr. Snodgrass said it will most likely be the “cable layers” who are less likely to remain in the CS.

15. Defense Health Agency (DHA) Transition – Mr. Bill Snodgrass, HQ AFMC/A1.

Mr. Snodgrass discussed the transition of Medical Treatment Facilities (MTFs) to the DHA due to the National Defense Authorization Act. He stated the impact to military positions is an expected reduction of 4,300 positions. Mr. Snodgrass discussed MTFs reorganizing so that one squadron will focus only on military readiness and deployment status of military members. He stated the other squadrons would focus on groups such as retirees and dependents. Mr. Snodgrass stated the only change that civilians would have at this time is a “patch change.” Mr. Stamey asked if this would result in employees moving out of the AcqDemo performance system. Mr. Snodgrass said that is a possibility but a waiver is being looked into so those employees could remain in AcqDemo. He also stated that if a waiver is not accomplished, those employees would move into DPMAP. Mr. Wallace asked about employees losing time off awards, credit hours, or compensation time when they transition. Ms. Lyons stated it is possible and there was DHA guidance that answered those questions.

AI 19-09-11: HQ AFMC/A1KL provide the DHA transition information and FAQs to the PC members.

Mr. Snodgrass stated the “patch change” switch over to DHA would occur 1 October 2019, but the personnel servicing changeover was still unknown. Mr. Wallace stated Hurlburt was in the process of doing away with alternate work schedules. Mr. Snodgrass said he would talk to the people in HQ AFMC/SG about work schedule changes. Mr. Good said we still do not know which employees will be impacted by this changeover and that the personnel servicing transition was a ways off. Mr. Snodgrass said the details of the change still need to be worked as there still are many questions on the matter.

16. AFMC We Need Survey – Ms. Patricia Young, AFMC/CA.


Ms. Young discussed the survey stating it was an initiative of Gen Bunch in order to determine how AFMC will remain relevant. She stated there was a lot of feedback and participation. Ms. Young stated the data was for the Command Section’s eyes only. She stated a lot of feedback dealt with a variety of IT issues and concerns. Ms. Young stated another theme of the feedback related to accountability. She said the problem there was that specifics cannot be shared with employees for them to know someone was held accountable for an issue. Mr. Stamey stated they publish some information in the installation newspaper, to include items like the number of disciplinary cases and number of actions taken. Ms. Young said they are working through all of the comments submitted. She also stated Gen Schaefer will set up a team to work the issues identified in the survey. The PC members discussed the issues relating to IT and the associated down time. Ms. Young stated the We Need team would be identified by the end of October and they would meet with the Center CAs in November. She communicated there should be more to share at the PC in December.

17. Action Item Review/Wrap-Up – Mr. Brian Friedrich, HQ AFMC/A1KL.

Mr. Friedrich reviewed each of the pending AIs and provided an explanation of the actions taken to close each item. All AIs were closed.

Mr. Good then reviewed all of the new AIs identified during the meeting (see attached). He then asked if anyone had anything they would like to add. No one responded with any additional AIs. Ms. Young thanked participants for attending. The PC members discussed scheduling the following PC for the week of 2 December 2019 at Wright-Patterson AFB.

Minutes Approved By:

  
PATRICIA M. YOUNG  
Executive Director

  
TROY TINGEY  
President, AFGE Council 214

| <b>Action Items from Previous PC's</b> |   |                        |               |
|--|---|------------------------|---------------|
| <b>AI#</b>                             | <b>Description</b>  | <b>OPR</b>             | <b>Status</b> |
| 19-03-01                               | Address challenges on the use of MyVECTOR with Air Force  | AFMC/A1D               | CLOSED        |
| 19-03-02                               | Request real time capability in MyVECTOR for organizations to have visibility into current status of applications | AFMC/A1D               | CLOSED        |
| 19-03-03                               | Send out marketing e-advisory on CADP developed in AFSC/DP to other Center DPDs                                   | AFSC/DP                | CLOSED        |
| 19-03-04                               | Provide feedback on if employees are receiving information on EAP   | AFGE                   | CLOSED        |
| 19-03-05                               | Send email to PC members with the link for accessing EAP through Facebook   | AFMC/A1KL              | CLOSED        |
| 19-03-06                               | Research why data shows low usage of EAP by supervisors   | AFMC/A1R               | CLOSED        |
| 19-03-07                               | Provide recommendations for testimonials from employees who have used EAP   | AFGE                   | CLOSED        |
| 19-03-08                               | Review process for advertising the FEVS and potential of dual endorsement   | AFMC/A1                | CLOSED        |
| 19-03-09                               | Provide an update on potential use of Q12 Survey "Gallop" in AFMC   | AFMC/A1                | CLOSED        |
| 19-03-10                               | Provide requests for survey results which have been requested but not received                                    | AFGE Local 1406        | CLOSED        |
| 19-03-11                               | Share WG employee data if FEVS can be broken down by employee category  | AFMC/A1                | CLOSED        |
| 19-03-12                               | Provide the link to the website that is used for virtual career fairs   | AFMC/A1KK<br>AFMC/A1KL | CLOSED        |
| 19-03-13                               | Review and provide an update on how we market job fairs both internally and externally                            | AFMC/A1KK              | CLOSED        |
| 19-03-14                               | Provide a breakout of the different jobs targeted for fill at upcoming recruiting events                          | AFMC/A1KK              | CLOSED        |
| 19-03-15                               | Provide a list of SEPMS and SEP committee members at the installations to PC members                              | AFMC/A1KK              | CLOSED        |
| 19-03-16                               | Follow up with Air Force on what actions are taken based on the MD 715 report                                     | AFMC/A1KK              | CLOSED        |
| 19-03-17                               | Provide examples of poorly written performance plans  | AFGE                   | CLOSED        |
| 19-03-18                               | Send FWS training and development charts to PC members  | AFMC/A1KL              | CLOSED        |
| 19-03-19                               | Provide representatives from each ALC to serve as survey team members   | AFGE                   | CLOSED        |
| 19-03-20                               | Provide information on the use of EHA and DHA within AFMC to Mr. Tingey and Ms. McCready                          | AFMC/A1K               | CLOSED        |
|  |   |                        |               |
|  |   |                        |               |
|  |   |                        |               |
|  |   |                        |               |
|  |   |                        |               |



**AIR FORCE MATERIEL COMMAND  
AND  
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214  
PARTNERSHIP COUNCIL MEETING  
17 – 18 September 2019**

**HILL AFB, UT**

**TUESDAY, 17 SEPTEMBER 2019**

| <b><u>TIME</u></b>        | <b><u>TOPIC/PRESENTER(S)</u></b>  |
|---------------------------|---|
| 0700 – 0730               | <i>Continental Breakfast at Holiday Inn Express</i>   |
| 0730                      | <i>Bus Pick-Up at Holiday Inn Express</i>   |
| 0730 – 0800               | <i>Travel to Building 849 (Sullivan Conference Room)</i>  |
| 0800 – 0810               | <i>Welcome/Opening – Administrative Remarks/Agenda Review<br/>(Ms. Patricia Young and Mr. Troy Tingey)</i>          |
| 0810 – 0830               | <i>Hill Air Force Base Mission Brief (Col Deron Frailie, 75 ABW/CV)</i>   |
| 0830 – 0845<br>FSS/FSCA & | <i>Team Hill Union &amp; Management Partnership (Mr. Anthony “Tony” Valdez, 75<br/>Mr. Troy Tingey, AFGE L1592)</i> |
| 0845 – 0915               | <i>Robins Pilot: Resources for Civilian Employees (Ms. Jennifer Treat, HQ AFMC/A1RZ)</i>                            |
| 0915 – 0930               | <i>EAP Update and Videos (Ms. Danna Plewe, HQ AFMC/A1RZ)</i>  |
| 0930 – 0950               | <i>Resilience Tactical Pause, “Let’s Connect” (Ms. Jennifer Treat, HQ AFMC/A1RZ)</i>                                |
| 0950 – 1005               | <i>Break</i>  |
| 1005 – 1035               | <i>AFMC Civilian Acculturation (Col Charles Parada, HQ AFMC/A1)</i>   |
| 1035 – 1050<br>AFMC/A1DC) | <i>AY20 Civilian Developmental Education Wrap Up (Ms. Linda Leichty, HQ</i>   |
| 1050 – 1105               | <i>Recognition of Partnership Council Members</i>   |
| 1105 – 1120               | <i>Group Photo (Bldg 286)</i>   |
| 1120 – 1250               | <i>Lunch (The Landing, Bldg 450)</i>  |
| 1250 – 1320               | <i>OO-ALC Voluntary Protection Program (Mr. William Hood, OO-ALC/OMO &amp;<br/>Mr. Joseph Blue, OO-ALC/OMO)</i>     |
| 1320 – 1405               | <i>Performance Management (Ms. Tammy Lyons, HQ AFMC/A1K)</i>  |
| 1405 – 1425               | <i>2019 Pay Adjustments (Ms. Tammy Lyons, HQ AFMC/A1K)</i>  |
| 1425 – 1440               | <i>Break</i>  |
| 1440 – 1500               | <i>Recruiting Events and Results (Ms. Tammy Lyons, HQ AFMC/A1K)</i>   |

|             |   |
|-------------|---|
| 1500 – 1505 | <i>Executive Orders 13836, 13837, and 13839 (Mr. Robert Good, HQ AFMC/A1KL)</i> |
| 1505 – 1510 | <i>Enterprise Information Technology (Mr. Bill Snodgrass, HQ AFMC/A1)</i>       |
| 1510 – 1515 | <i>Medical Reform (Mr. Bill Snodgrass, HQ AFMC/A1)</i>                          |
| 1515 – 1530 | <i>AFMC We Need Survey Update (Ms. Patricia Young, AFMC/CA)</i>                 |
| 1530 – 1600 | <i>Action Item Review / Wrap Up (Mr. Robert Good, HQ AFMC/A1KL)</i>             |
| 1600 – 1615 | <i>Travel Back to Holiday Inn Express</i>                                       |
| 1615 – 1745 | <i>Personal Time</i>  |
| 1745 – 1800 | <i>Travel to Dinner</i>   |
| 1800 – 2000 | <i>Dinner (Timbermine Steakhouse)</i>   |
| 2000 – 2015 | <i>Return to Holiday Inn Express</i>  |

**WEDNESDAY, 18 SEPTEMBER 2019**

| <b><u>TIME</u></b> | <b><u>TOPIC/PRESENTER(S)</u></b>  |
|--------------------|---|
| 0700 – 0730        | <i>Continental Breakfast at Holiday Inn Express</i>   |
| 0730               | <i>Bus Pick-Up at Holiday Inn Express</i>   |
| 0730 – 0800        | <i>Travel to Tours</i>  |
| 0800 – 1030        | <i>Tours</i> <ul style="list-style-type: none"> <li>• <i>Laser De-Paint Facility</i></li> <li>• <i>F-35 Maintenance Facility</i></li> <li>• <i>F-16 Maintenance Facility</i></li> </ul> |
| 1030 – 1100        | <i>Drop-off at Bldg 430, Return to Holiday Inn Express</i>  |

**PARTNERSHIP COUNCIL MEMBERS (As of: Aug 2019)**

| <b>Management Members</b>  | <b>Union Members</b>   |
|--|--|
| <p>Ms. Patricia M. Young<br/>           AFMC/CA<br/>           DUTY TITLE: Executive Director, AFMC<br/>           4375 Chidlaw Rd.<br/>           Wright-Patterson AFB OH 45433-5001<br/>           Phone: DSN 787-6035 COMM 937-257-6035<br/>           Email: <a href="mailto:Patricia.Young@us.af.mil">Patricia.Young@us.af.mil</a><br/>           Secretary: Susan Cotten<br/>           Start Date: May 2016</p>   | <p>Mr. Troy Tingey<br/>           President, AFGE Council 214<br/>           7190 11<sup>th</sup> St. Bldg. 555<br/>           Hill UT 84056-5401<br/>           Phone: DSN 777-3257<br/>           Email: <a href="mailto:troy.tingey@us.af.mil">troy.tingey@us.af.mil</a><br/> <br/>           Start Date: Jun 2012</p>      |
| <p>Mr. John Snodgrass<br/>           AFMC/A1<br/>           DUTY TITLE: Director, Manpower, Personnel &amp;<br/>           Services<br/>           4375 Chidlaw Rd.<br/>           Wright-Patterson AFB OH 45433-5006<br/>           Phone: DSN 787-2400 COMM 937-257-2400<br/>           Email: <a href="mailto:john.snodgrass.1@us.af.mil">john.snodgrass.1@us.af.mil</a><br/>           Secretary: Cynthia Reynolds<br/>           Start Date: Nov 2016</p> | <p>Mr. Kris Borders<br/>           Treasurer, AFGE council 214<br/>           P.O. Box 87<br/>           Edwards AFB, CA 93523-0087<br/>           Phone: (661)860-0971<br/>           Email: <a href="mailto:bordersafge@gmail.com">bordersafge@gmail.com</a><br/> <br/>           Start Date: Jan 2016</p>                   |
| <p>Mr. Kevin Stamey<br/>           AFSC/CA<br/>           DUTY TITLE: Executive Director, AFSC<br/>           3001 Staff Drive, Bldg3001<br/>           Tinker AFB OK 73145<br/>           Phone: DSN 339-2202 - COMM 405-739-2202<br/>           Email: <a href="mailto:kevin.stamey@us.af.mil">kevin.stamey@us.af.mil</a><br/>           Secretary: Audrey Tilley<br/>           Start Date: Jan 2018</p>  | <p>Mr. Marion Williams<br/>           President, AFGE Local 987<br/>           P.O. Box 1079<br/>           Warner Robins, GA 31099-1079<br/>           Phone: DSN 468-3632<br/>           Email: <a href="mailto:marion.williams122@gmail.com">marion.williams122@gmail.com</a><br/> <br/>           Start Date: Jun 2019</p> |
| <p>Ms. Kathy Watern<br/>           AFLCMC/CA<br/>           DUTY TITLE: Executive Director, AFLCMC<br/>           7981 Georgia St., Bldg 1102 Rm 100<br/>           Wright-Patterson AFB OH 45433<br/>           Phone: DSN 785-3229 - COMM 312-255-3229<br/>           Email: <a href="mailto:kathy.watern@us.af.mil">kathy.watern@us.af.mil</a><br/>           Secretary: Lori Brady<br/>           Start Date: May 2016</p>                                 | <p>Ms. Pamela McGinnis<br/>           President, AFGE Local 1138<br/>           P.O. Box 662<br/>           Fairborn, OH 45324<br/>           Phone: (937)318-5666<br/>           Email: <a href="mailto:prez1138@aol.com">prez1138@aol.com</a><br/> <br/>           Start Date: July 2019</p>                                 |

|  |  |
|--|--|
| <p>Ms. Eileen Bjorkman<br/> AFTC/CA<br/> DUTY TITLE: Executive Director, AFTC<br/> 1 S Rosamond Blvd<br/> Edwards AFB, CA 93524<br/> Phone: DSN 527- 4436 - COMM 661-277-4436<br/> Email: <a href="mailto:eileen.bjorkman.1@us.af.mil">eileen.bjorkman.1@us.af.mil</a><br/> Secretary: Lori Hosey<br/> Start Date: Aug 2019</p>                      | <p>Mr. Thaddeus Wallace<br/> President, AFGE Local 1897<br/> P.O. Box 1918<br/> Eglin AFB, FL 32542<br/> Phone: (850)882-5714<br/> Email: <a href="mailto:afgelocal1897@us.af.mil">afgelocal1897@us.af.mil</a><br/> <br/> Start Date: Oct 2018</p> |
| <p>Mr. Jack Blackhurst<br/> AFRL/CA<br/> DUTY TITLE: Executive Director, AFRL<br/> 1864 Fourth St., Bldg 15, Rm 225<br/> Wright-Patterson AFB, OH 45433<br/> Phone: DSN 674-9000 - COMM 937-904-9000<br/> Email: <a href="mailto:jack.blackhurst@us.af.mil">jack.blackhurst@us.af.mil</a><br/> Secretary: Karen Zawada<br/> Start Date: Aug 2017</p> | <p>VACANT<br/> <br/> Phone: DSN - COMM<br/> Email:<br/> <br/> Start Date: Jun 2019</p>   |
| <p>Mr. Bob Good<br/> Secretariat<br/> HQ AFMC/A1KL<br/> 4375 Chidlaw Rd., Rm N208<br/> Wright-Patterson AFB, OH 45433-5006<br/> Phone: DSN 986-2822 - COMM 937-656-2822<br/> Email: <a href="mailto:robert.good.8@us.af.mil">robert.good.8@us.af.mil</a></p>   |  |
| <p>Mr. Brian Friedrich<br/> Alternate Secretariat<br/> HQ AFMC/A1KL<br/> 4375 Chidlaw Rd., Rm N208<br/> Wright-Patterson AFB, OH 45433-5006<br/> Phone: DSN 787-2102 - COMM 937-257-2102<br/> Email: <a href="mailto:brian.friedrich@us.af.mil">brian.friedrich@us.af.mil</a></p>  |  |



| <b>Action Items from Previous PC's</b> |   |                        |               |
|--|---|------------------------|---------------|
| <b>AI#</b>                             | <b>Description</b>  | <b>OPR</b>             | <b>Status</b> |
| 19-03-01                               | Address challenges on the use of MyVECTOR with Air Force  | AFMC/A1D               | CLOSED        |
| 19-03-02                               | Request real time capability in MyVECTOR for organizations to have visibility into current status of applications | AFMC/A1D               | CLOSED        |
| 19-03-03                               | Send out marketing e-advisory on CADP developed in AFSC/DP to other Center DPDs                                   | AFSC/DP                | CLOSED        |
| 19-03-04                               | Provide feedback on if employees are receiving information on EAP   | AFGE                   | CLOSED        |
| 19-03-05                               | Send email to PC members with the link for accessing EAP through Facebook   | AFMC/A1KL              | CLOSED        |
| 19-03-06                               | Research why data shows low usage of EAP by supervisors   | AFMC/A1R               | CLOSED        |
| 19-03-07                               | Provide recommendations for testimonials from employees who have used EAP   | AFGE                   | CLOSED        |
| 19-03-08                               | Review process for advertising the FEVS and potential of dual endorsement   | AFMC/A1                | CLOSED        |
| 19-03-09                               | Provide an update on potential use of Q12 Survey "Gallop" in AFMC   | AFMC/A1                | CLOSED        |
| 19-03-10                               | Provide requests for survey results which have been requested but not received                                    | AFGE Local 1406        | CLOSED        |
| 19-03-11                               | Share WG employee data if FEVS can be broken down by employee category  | AFMC/A1                | CLOSED        |
| 19-03-12                               | Provide the link to the website that is used for virtual career fairs   | AFMC/A1KK<br>AFMC/A1KL | CLOSED        |
| 19-03-13                               | Review and provide an update on how we market job fairs both internally and externally                            | AFMC/A1KK              | CLOSED        |
| 19-03-14                               | Provide a breakout of the different jobs targeted for fill at upcoming recruiting events                          | AFMC/A1KK              | CLOSED        |
| 19-03-15                               | Provide a list of SEPMS and SEP committee members at the installations to PC members                              | AFMC/A1KK              | CLOSED        |
| 19-03-16                               | Follow up with Air Force on what actions are taken based on the MD 715 report                                     | AFMC/A1KK              | CLOSED        |
| 19-03-17                               | Provide examples of poorly written performance plans  | AFGE                   | CLOSED        |
| 19-03-18                               | Send FWS training and development charts to PC members  | AFMC/A1KL              | CLOSED        |
| 19-03-19                               | Provide representatives from each ALC to serve as survey team members   | AFGE                   | CLOSED        |
| 19-03-20                               | Provide information on the use of EHA and DHA within AFMC to Mr. Tingey and Ms. McCready                          | AFMC/A1K               | CLOSED        |
|  |   |                        |               |
|  |   |                        |               |
|  |   |                        |               |
|  |   |                        |               |
|  |   |                        |               |



**AIR FORCE MATERIEL COMMAND  
AND  
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214  
PARTNERSHIP COUNCIL MEETING  
17 – 18 September 2019**

**HILL AFB, UT**

**TUESDAY, 17 SEPTEMBER 2019**

| <b><u>TIME</u></b>        | <b><u>TOPIC/PRESENTER(S)</u></b>  |
|---------------------------|---|
| 0700 – 0730               | <i>Continental Breakfast at Holiday Inn Express</i>   |
| 0730                      | <i>Bus Pick-Up at Holiday Inn Express</i>   |
| 0730 – 0800               | <i>Travel to Building 849 (Sullivan Conference Room)</i>  |
| 0800 – 0810               | <i>Welcome/Opening – Administrative Remarks/Agenda Review<br/>(Ms. Patricia Young and Mr. Troy Tingey)</i>          |
| 0810 – 0830               | <i>Hill Air Force Base Mission Brief (Col Deron Frailie, 75 ABW/CV)</i>   |
| 0830 – 0845<br>FSS/FSCA & | <i>Team Hill Union &amp; Management Partnership (Mr. Anthony “Tony” Valdez, 75<br/>Mr. Troy Tingey, AFGE L1592)</i> |
| 0845 – 0915               | <i>Robins Pilot: Resources for Civilian Employees (Ms. Jennifer Treat, HQ AFMC/A1RZ)</i>                            |
| 0915 – 0930               | <i>EAP Update and Videos (Ms. Danna Plewe, HQ AFMC/A1RZ)</i>  |
| 0930 – 0950               | <i>Resilience Tactical Pause, “Let’s Connect” (Ms. Jennifer Treat, HQ AFMC/A1RZ)</i>                                |
| 0950 – 1005               | <i>Break</i>  |
| 1005 – 1035               | <i>AFMC Civilian Acculturation (Col Charles Parada, HQ AFMC/A1)</i>   |
| 1035 – 1050<br>AFMC/A1DC) | <i>AY20 Civilian Developmental Education Wrap Up (Ms. Linda Leichty, HQ</i>   |
| 1050 – 1105               | <i>Recognition of Partnership Council Members</i>   |
| 1105 – 1120               | <i>Group Photo (Bldg 286)</i>   |
| 1120 – 1250               | <i>Lunch (The Landing, Bldg 450)</i>  |
| 1250 – 1320               | <i>OO-ALC Voluntary Protection Program (Mr. William Hood, OO-ALC/OMO &amp;<br/>Mr. Joseph Blue, OO-ALC/OMO)</i>     |
| 1320 – 1405               | <i>Performance Management (Ms. Tammy Lyons, HQ AFMC/A1K)</i>  |
| 1405 – 1425               | <i>2019 Pay Adjustments (Ms. Tammy Lyons, HQ AFMC/A1K)</i>  |
| 1425 – 1440               | <i>Break</i>  |
| 1440 – 1500               | <i>Recruiting Events and Results (Ms. Tammy Lyons, HQ AFMC/A1K)</i>   |

|             |   |
|-------------|---|
| 1500 – 1505 | <i>Executive Orders 13836, 13837, and 13839 (Mr. Robert Good, HQ AFMC/A1KL)</i> |
| 1505 – 1510 | <i>Enterprise Information Technology (Mr. Bill Snodgrass, HQ AFMC/A1)</i>       |
| 1510 – 1515 | <i>Medical Reform (Mr. Bill Snodgrass, HQ AFMC/A1)</i>                          |
| 1515 – 1530 | <i>AFMC We Need Survey Update (Ms. Patricia Young, AFMC/CA)</i>                 |
| 1530 – 1600 | <i>Action Item Review / Wrap Up (Mr. Robert Good, HQ AFMC/A1KL)</i>             |
| 1600 – 1615 | <i>Travel Back to Holiday Inn Express</i>                                       |
| 1615 – 1745 | <i>Personal Time</i>  |
| 1745 – 1800 | <i>Travel to Dinner</i>   |
| 1800 – 2000 | <i>Dinner (Timbermine Steakhouse)</i>   |
| 2000 – 2015 | <i>Return to Holiday Inn Express</i>  |

**WEDNESDAY, 18 SEPTEMBER 2019**

| <b><u>TIME</u></b> | <b><u>TOPIC/PRESENTER(S)</u></b>  |
|--------------------|---|
| 0700 – 0730        | <i>Continental Breakfast at Holiday Inn Express</i>   |
| 0730               | <i>Bus Pick-Up at Holiday Inn Express</i>   |
| 0730 – 0800        | <i>Travel to Tours</i>  |
| 0800 – 1030        | <i>Tours</i> <ul style="list-style-type: none"> <li>• <i>Laser De-Paint Facility</i></li> <li>• <i>F-35 Maintenance Facility</i></li> <li>• <i>F-16 Maintenance Facility</i></li> </ul> |
| 1030 – 1100        | <i>Drop-off at Bldg 430, Return to Holiday Inn Express</i>  |

**PARTNERSHIP COUNCIL MEMBERS (As of: Aug 2019)**

| <b>Management Members</b>   | <b>Union Members</b>   |
|---|--|
| <p>Ms. Patricia M. Young<br/> <b>AFMC/CA</b><br/>           DUTY TITLE: Executive Director, AFMC<br/>           4375 Chidlaw Rd.<br/>           Wright-Patterson AFB OH 45433-5001<br/>           Phone: DSN 787-6035 COMM 937-257-6035<br/>           Email: <a href="mailto:Patricia.Young@us.af.mil">Patricia.Young@us.af.mil</a><br/>           Secretary: Susan Cotten<br/>           Start Date: May 2016</p>   | <p>Mr. Troy Tingey<br/>           President, AFGE Council 214<br/>           7190 11<sup>th</sup> St. Bldg. 555<br/>           Hill UT 84056-5401<br/>           Phone: DSN 777-3257<br/>           Email: <a href="mailto:troy.tingey@us.af.mil">troy.tingey@us.af.mil</a><br/> <br/>           Start Date: Jun 2012</p>      |
| <p>Mr. John Snodgrass<br/> <b>AFMC/A1</b><br/>           DUTY TITLE: Director, Manpower, Personnel &amp;<br/>           Services<br/>           4375 Chidlaw Rd.<br/>           Wright-Patterson AFB OH 45433-5006<br/>           Phone: DSN 787-2400 COMM 937-257-2400<br/>           Email: <a href="mailto:john.snodgrass.1@us.af.mil">john.snodgrass.1@us.af.mil</a><br/>           Secretary: Cynthia Reynolds<br/>           Start Date: Nov 2016</p> | <p>Mr. Kris Borders<br/>           Treasurer, AFGE council 214<br/>           P.O. Box 87<br/>           Edwards AFB, CA 93523-0087<br/>           Phone: (661)860-0971<br/>           Email: <a href="mailto:bordersafge@gmail.com">bordersafge@gmail.com</a><br/> <br/>           Start Date: Jan 2016</p>                   |
| <p>Mr. Kevin Stamey<br/> <b>AFSC/CA</b><br/>           DUTY TITLE: Executive Director, AFSC<br/>           3001 Staff Drive, Bldg3001<br/>           Tinker AFB OK 73145<br/>           Phone: DSN 339-2202 - COMM 405-739-2202<br/>           Email: <a href="mailto:kevin.stamey@us.af.mil">kevin.stamey@us.af.mil</a><br/>           Secretary: Audrey Tilley<br/>           Start Date: Jan 2018</p>  | <p>Mr. Marion Williams<br/>           President, AFGE Local 987<br/>           P.O. Box 1079<br/>           Warner Robins, GA 31099-1079<br/>           Phone: DSN 468-3632<br/>           Email: <a href="mailto:marion.williams122@gmail.com">marion.williams122@gmail.com</a><br/> <br/>           Start Date: Jun 2019</p> |
| <p>Ms. Kathy Watern<br/> <b>AFLCMC/CA</b><br/>           DUTY TITLE: Executive Director, AFLCMC<br/>           7981 Georgia St., Bldg 1102 Rm 100<br/>           Wright-Patterson AFB OH 45433<br/>           Phone: DSN 785-3229 - COMM 312-255-3229<br/>           Email: <a href="mailto:kathy.watern@us.af.mil">kathy.watern@us.af.mil</a><br/>           Secretary: Lori Brady<br/>           Start Date: May 2016</p>                                 | <p>Ms. Pamela McGinnis<br/>           President, AFGE Local 1138<br/>           P.O. Box 662<br/>           Fairborn, OH 45324<br/>           Phone: (937)318-5666<br/>           Email: <a href="mailto:prez1138@aol.com">prez1138@aol.com</a><br/> <br/>           Start Date: July 2019</p>                                 |

|  |  |
|--|--|
| <p>Ms. Eileen Bjorkman<br/> AFTC/CA<br/> DUTY TITLE: Executive Director, AFTC<br/> 1 S Rosamond Blvd<br/> Edwards AFB, CA 93524<br/> Phone: DSN 527- 4436 - COMM 661-277-4436<br/> Email: <a href="mailto:eileen.bjorkman.1@us.af.mil">eileen.bjorkman.1@us.af.mil</a><br/> Secretary: Lori Hosey<br/> Start Date: Aug 2019</p>                      | <p>Mr. Thaddeus Wallace<br/> President, AFGE Local 1897<br/> P.O. Box 1918<br/> Eglin AFB, FL 32542<br/> Phone: (850)882-5714<br/> Email: <a href="mailto:afgelocal1897@us.af.mil">afgelocal1897@us.af.mil</a><br/> <br/> Start Date: Oct 2018</p> |
| <p>Mr. Jack Blackhurst<br/> AFRL/CA<br/> DUTY TITLE: Executive Director, AFRL<br/> 1864 Fourth St., Bldg 15, Rm 225<br/> Wright-Patterson AFB, OH 45433<br/> Phone: DSN 674-9000 - COMM 937-904-9000<br/> Email: <a href="mailto:jack.blackhurst@us.af.mil">jack.blackhurst@us.af.mil</a><br/> Secretary: Karen Zawada<br/> Start Date: Aug 2017</p> | <p>VACANT<br/> <br/> Phone: DSN - COMM<br/> Email:<br/> <br/> Start Date: Jun 2019</p>   |
| <p>Mr. Bob Good<br/> Secretariat<br/> HQ AFMC/A1KL<br/> 4375 Chidlaw Rd., Rm N208<br/> Wright-Patterson AFB, OH 45433-5006<br/> Phone: DSN 986-2822 - COMM 937-656-2822<br/> Email: <a href="mailto:robert.good.8@us.af.mil">robert.good.8@us.af.mil</a></p>   |  |
| <p>Mr. Brian Friedrich<br/> Alternate Secretariat<br/> HQ AFMC/A1KL<br/> 4375 Chidlaw Rd., Rm N208<br/> Wright-Patterson AFB, OH 45433-5006<br/> Phone: DSN 787-2102 - COMM 937-257-2102<br/> Email: <a href="mailto:brian.friedrich@us.af.mil">brian.friedrich@us.af.mil</a></p>  |  |