

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

22 – 23 May 2018

Tinker Air Force Base, Oklahoma

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 51st meeting on 22 – 23 May 2018, at Tinker Air Force Base, OK. 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 with the exception of Mr. Jack Blackhurst, AFRL/CA. Ms. Tammy Lyons, HQ AFMC/A1K, and Mr. Clayton Stastny, Tinker AFB Labor Relations Officer, participated as guests.

1. Opening Remarks: Ms. Young and Mr. Tingey welcomed attendees to the PC. Ms. Young thanked everyone for attending and supporting the Partnership Council. She discussed the Air Force Legal Community's interpretation of the appropriate use of the Surrey and the limitations it places on transportation during our Partnership Councils. She also talked about the recent memorandum from the Secretary of Defense's office reminding employees, "When quarters are available on base, we must use them." Mr. Tingey also thanked everyone for participating and welcomed Mr. Steve Allen, President AFGE Local 2221, as our newest member to the Partnership Council.

2. Mission Brief – Mr. Kevin Stamey, AFSC/CA

Mr. Stamey discussed the Air Force Sustainment Center (AFSC) alignment to the bigger picture. He talked about the Center's mission really being about delivering readiness. Ms. Young reiterated the direct link of AFSC's readiness support to the Air Force. Mr. Stamey talked about the connectivity between the depots and the necessity for each depot to be effective so the others could thrive. He also addressed the evolution of supply chain management in the Air Force and the roles of the 448th and 635th Wings and their interdependence on one another. Mr. Stamey provided a snapshot of Hill AFB and the support they provide to the nuclear enterprise. He also addressed the Air Base Wings and the critical role they provide for every agency on an installation to be successful. He welcomed everyone to Tinker and thanked everyone for coming.

3. Local Partnership – Mr. Clayton Stastny, 72 FSS/FSCAL & Mr. Carl Dahms, AFGE Local 916

Mr. Stastny and Mr. Dahms provided the history of the Tinker AFB Partnership Council. They talked about the major accomplishments and initiatives they have been tackling. They also foot stomped the low number of grievances over the years and the fact neither party have filed any unfair labor practices during the past 7 years. They both emphasized the keys to a successful partnership include an open honest dialogue, candid conversations, and providing notice to the union as early as possible. Mr. Dahms indicated that the Local Supplement Agreement (LSA) is almost complete.

Mr. Randy Shaw, HQ AFMC/A1KL, asked if their LSA addressed Alternative Dispute Resolution (ADR) or if they were considering using it for bargaining unit employees at Tinker AFB. Mr. Dahms replied "that is not going to happen" as he does not view ADR as beneficial and believes it takes away from the grievance process. Mr. Stamey asked if they would be interested in a neutral third-party-conducted ADR. Mr. Dahms said he believes what they need is better training for the Designated Management Officials (DMO). Mr. Stastny mentioned that Tinker AFB plans to host mediation training in June. Mr. Dahms said they would like to send some union representatives and thought it would be good for the DMOs as well.

Mr. Shaw also inquired into the Wingman Advocate program. Mr. Dahms said the union's stance is the same as ADR. He does not see a need for Wingman Advocates and believes the supervisors have the role they are trying to fill with Wingman Advocates. Mr. Stamey said he only gets the good news story associated with Wingman Advocates and appreciates the feedback, and will take a deeper look into this program. Mr. Tingey also expressed concerns with the Wingman Advocate program at Hill AFB. Mr. Stamey said they were looking to put Wingman Advocates in the Air Base Wings to eliminate the funding concerns associated with using working capital funds and the program only being available to a particular population of people.

Mr. Shaw expressed his appreciation for the knowledge and support Mr. Stastny provides to Labor Relations in AFMC. He said when Mr. Stastny retires later this year he will leave a gap in our Labor Relations program as we often look to Mr. Stastny for insight and rely on his experience.

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

Ms. Blankenship provided details pertaining to the current appraisal timeline. She stated performance plan information went to the field on 27 April. She also reminded everyone that the Master Labor Agreement (MLA) requires continuous feedback and that HQ AFMC/A1 regularly reminds managers and supervisors in the field the importance of the feedback to employees. She reviewed AI 18-02-08: Determine if the system capability exists for an additional journal be available to employees to make additional journal entries. She informed everyone that only one journal is available; she also added there is no capability that exists to add an additional journal but offered the option of preparing a word document as a means to document performance throughout the rating cycle and adhering to the MLA.

Ms. Blankenship explained that AFMC guidance provided for creating hard copy performance plans when the DPMAP system is not working adequately. She talked about the most recent performance appraisal cycle adjustments. She also projects award payouts on 15 June this year. Discussion around the room ensued pertaining to the time required on a performance plan to receive a rating for the cycle. Mr. Dahms expressed his concern with no oversight pertaining to standards and holding everyone to the same standards in an organization regardless of the job. Mr. Andrew Powell, AFGE Council 214, said standards do not contain the SMART elements when written. Mr. Kris Borders, AFGE Local 1406, expressed concern with supervisors telling employees they will have an opportunity to review their performance plan at a later date and the review never taking place. Mr. Dahms added, "If a supervisor likes you, then you will receive a favorable rating" and expressed concern that supervisors lack training to write SMART objectives. 18-05-01: Review DPMAP Performance Standards concerning accuracy and proper format.

Mr. Tingey expressed concern with shortened timelines but thinks upcoming grievances will identify shortcomings. Mr. Bill Snodgrass, HQ AFMC/A1, said he believes the shortcomings are mainly due to a timeline crunch this past cycle, new technology, and the culture change associated with a new performance system. Mr. Tingey said the union would send good and bad examples of some performance plans. 18-05-02: Provide examples of both good and bad DPMAP performance plans. Mr. Stamey commented about the need to gain a better understanding of the dates pertaining to the performance cycle and the adjustments to the appraisal timeline. Ms. Lyons provided additional clarification for the varying dates associated with the performance periods required for appraisals. 18-05-03: Send out an email to PC members explaining the differences in performance timelines associated with DPMAP.

5. Premier Interns, Ms. Joyce Labenski, HQ AFMC/A1KK

Ms. Labenski gave an update on the Premier Interns initiative and explained the goal is to hire 500 interns across the Air Force. She also said of the 500 interns, AFMC will receive 315 of these AFPC-funded positions, and provided a break out of the interns filling wage grade positions. Ms. Labenski said AFMC received several declinations from applicants as well. Ms. Young asked if we are looking at why individuals are declining to accept the internships and at our lessons learned. Ms. Labenski said AF/A1, AFMC, and AFPC are all looking at the feedback to see where they can make improvements in the program as they go through this process. She also talked about the symposiums taking place across the Command and some of the different avenues AFMC is pursuing to reach the wage grade audience. Mr. Snodgrass talked about his recent visit to Hill AFB to talk with the Premier Interns and commented on the high energy associated with this group of employees.

6. Manpower Requirements – Child Development Centers, Ms. Donna McMannes, HQ AFMC/A1M

Ms. McMannes reviewed the three actions items from the previous partnership council meeting. AI 18-02-05: Provide the policy that governs the requirement for a 1-4 ratio of APF employees to NAF employees in CDCs. She provided AFI 65-106, *APF Support for Morale, Welfare, and Recreation (MWR) and Non-Appropriated Fund Instrumentalities (NAFIS)* includes this guidance. 18-02-06: Provide a snapshot across the MAJCOM on the allocation of newly acquired CDC positions. Ms. McMannes explained that in the FY19 POM, AFMC received six positions for CDCs across the Command. She explained that unfunded positions on the UMD determine the placement of allocations. She also stated Appropriated Funds (APF) positions at all of the AFMC bases are 95% funded. 18-02-07: Provide the process as to how to acquire CDC providers if you have adequate numbers of children enrolled and the physical space available to house children and providers.

Ms. McMannes provided an overview of this process and explained the determinations were made based on requirements and the interconnectivity between the different funding avenues.

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

Mr. Pyron provided an overview of the Class C mishaps for the past 5 years. He also reviewed the four pillars of the Air Force Safety Management System and compared them to the four pillars of the Occupational Safety and Health Agency's (OSHA) VPP. Mr. Tingey expressed his concern with organizations going away from VPP and feels there is much more employee involvement associated with units participating in VPP. Mr. Tingey said he also feels like the leadership at Hill AFB is pushing to move away from participating in VPP. Ms. Young said the Air Force Research Labs (AFRL) had dropped out of VPP but leadership is re-engaged. Mr. Tingey reiterated that he has seen little support from the ABW at Hill AFB for VPP. Mr. Stamey commented that lack of support from Hill AFB for VPP is news to him. 18-05-04: Explore if Hill AFB is pulling back from VPP. Mr. Tingey asked Mr. Pyron if he was hearing anything from Robins AFB pertaining to VPP. Mr. Pyron indicated Robins AFB is pursuing getting their VPP star back again. Mr. Pyron asked Mr. Tingey if he had additional information pertaining to the VPP roadmap. 18-05-05: Provide proposed changes to the VPP Roadmap.

8. Employee Assistance Program (EAP) – Ms. Danna Plewe, HQ AFMC/A1R

Ms. Plewe briefed on EAP utilization rates and provided a comparison between Air Force and Air Force Materiel Command. She talked about some of the different considerations for marketing the program in lieu of just via the computer. She said most individuals are using the program for emotional distress and relationship issues, which is consistent with reasons for implementing the program. Mr. Snodgrass believes EAP's confidentiality is a big reason for the program's success. Ms. Watern, AFLCMC/CA, inquired if participants were using the program for relationships at home or at work. Ms. Plewe replied both home and work relationships contribute to the program's usage. Mr. Tingey asked if some of the

users are family members. Ms. Plewe offered to obtain a breakout of employees and family members using the program. 18-05-06: Include family members' breakout in EAP stats.

Ms. Plewe touched on the confidentiality and stated the data she receives does not include any identifying factors of participants. She said they have EAP counselors on every base and can get resources in local communities without any connection to the individual. Ms. Young talked about the benefits of EAP and said she receives about five emails quarterly from individuals talking about how EAP has been beneficial to them. Ms. Plewe said EAP has about a 95% satisfaction rate, and the 5% is due to participants wanting services that EAP cannot offer such as diagnosis or performance issues at work. She also said her office would provide second quarter's stats once they had them. 18-05-07: Once EAP 2nd quarter data is collected – send to PC members. Mr. Dahms asked if the EAP survey could accommodate an additional question to find out how respondents heard about the program. 18-05-08: Add question to EAP Survey addressing where respondents heard about EAP.

Ms. Plewe provided some additional usage statistics and gave examples of EAP meeting the immediate needs of beneficiaries. She also discussed some of the different ways they are trying to market the EAP program to reach different audiences. Mr. Tingey thanked Ms. Plewe for the update and said after hearing about this program it confirms the appropriate use of our resources instead of putting efforts into the Wingman Advocate program. He also said he appreciates this program because it is available on a 24/7 basis and participants can get help via multiple languages. Ms. Young said she is getting good feedback as well where supervisors are getting information on this program into the hands of employees.

9. AFMC Centralized Selection Pilot – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons provided that at the last CA Roundtable meeting, participants discussed ways to improve civilian hiring in AFMC. She also talked about the Air Force Sustainment Center at Tinker AFB participating in the AF Path Finder's program, and shared that only accountants were participating at this time. She explained Air Force Personnel Center (AFPC) manages this program, and the Financial Management (FM) community has direct hiring authority through 2021. She stated AFMC is looking to do something similar through the Centralized Selection Pilot program as the Command is losing 400 employees a month through attrition and is hoping this initiative can offset this void. Ms. Lyons then talked about the different candidate sources for this program. Mr. Tingey requested clarification that AFMC did not have to go through AFPC to fill these positions. Ms. Lyons confirmed and clarified that we only go through AFPC if filling career positions. She also stated they are looking at the blue-collar positions next. Ms. Young highlighted some of the difficulties AFMC is having with filling vacancies.

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

Ms. Young and Mr. Tingey thanked Mr. Ty Norton, previous Secretary-Treasurer, AFGE C214, for his contributions to the Partnership Council and wished him the best as he moved to his new position at Tinker AFB. The co-chairs then welcomed Mr. Steve Allen, President AFGE Local 2221, as the newest member of the Partnership Council. Mr. Allen said he was glad to be a part of the Partnership Council and was looking forward to working with everyone.

11. Wingman Days Update – Ms. Jennifer Treat, HQ AFMC/A1R

Ms. Treat discussed AI 18-02-01 and reviewed what is happening in the Maintenance Community relevant to Wingman Days. She talked about the different approaches they are taking to get feedback from employees and determine what is happening in the organizations in addition to the feedback they already receive from the organizational leaders. She also explained after gathering feedback, they will

provide an update at the next Partnership Council. Mr. Snodgrass inquired into how we are getting the word out on collecting feedback. Ms. Treat explained the Community Support Coordinators are collecting the information at each of the installations. Mr. Snodgrass asked about the best way to get the information. Mr. Tingey thought it would be most beneficial to collect feedback during the morning stand-ups when all the employees are together and available. Mr. Stamey asked about the feedback they have received thus far. Ms. Treat said the feedback thus far has been positive but explained the feedback is only as good as the people we are able to reach. Mr. Stamey commented he had not received great feedback. Mr. Tingey said employees view Wingman Day as something they have to do so they just go to get it done. Mr. Borders said many employees are not even aware of when Wingman Days occur. Mr. Dahms reiterated that there is no equity in administering Wingman Day. Ms. Treat explained this year there are no more mandatory training events attached to Wingman Day to make it more palatable for everyone.

12. Multi-trades Demonstration Update – Mr. Kevin Stamey, AFSC/CA

Mr. Stamey said the Business Case Analysis (BCA) for the multi-trades demonstration project is in progress and should be complete in 90 days from the award date. Ms. Young inquired into which contractor is completing the BCA. Mr. Stamey said he was not sure which contractor was working the BCA. Mr. Tingey wanted to know which location was accomplishing the BCA. Mr. Stamey said Hill AFB; the A10 was selected for the project and it was the most stable platform considered. Mr. Tingey said it makes his heart hurt knowing all the efforts that went into the F-22 project for 7 years, and now we are starting over. Mr. Snodgrass asked about the timeline for the BCA. Mr. Stamey said the BCA should be complete 90 days from 10 April. He said once the BCA is complete, we should know the way ahead.

13. Multi-trades Classification, Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons explained that the Office of Personnel Management (OPM) comes to each location to conduct wage surveys to determine if employees performing similar work are receiving similar wages. Mr. Stamey inquired about creating a new series that was previously irrelevant to the Federal Wage System standard. Ms. Lyons stated a new classification is possible if it is truly different work from a previous classification. Discussion continued on wage surveys and who participates in them.

Ms. Lyons explained that when two skills are combined, the highest graded skill performed at least 25% of the time will determine the wage classification. She then provided specific examples as to how the classification would work. 18-05-09: Obtain and share wage hearing information at Edwards.

Ms. Lyons then explained if the BCA comes back and indicates moving forward with the A10 is the best option, then AFMC will need to re-look at the impacted positions since this is a new platform. Mr. Stamey asked about the time frame to move forward once the BCA is complete. Ms. Lyons indicated it should not be as lengthy as last time since the project is already in the National Defense Authorization Act.

14. Reasonable Accommodation (RA) – Mr. Keith Tickle, HQ AFMC/A1KQ

Mr. Tickle explained that RA is a federal requirement as part of Title 1 of the 1990 Americans with Disabilities Act (ADA). He highlighted the requirement of having 2% of employees hired with disabilities and AFMC is currently at 1.68%. He said the main purpose of RA is to enable employees to accomplish essential functions of the job. Ms. Young asked if there are situations where the accommodation would be to find the individual another job. Mr. Tickle replied that if cannot fulfill an RA and management cannot lower the standards required, an employee can be reassigned but only as a last resort. He reiterated that management does not have to lower essential functions or performance

standards. Ms. Young inquired into the number of RA's requested in AFMC each year. Mr. Tickle estimated his office receives between 300 and 350 requests each year. Mr. Stamey asked if resources are set aside to fund RA. Mr. Tickle said only for training and that includes if someone requests training to support the RA. Ms. Lyons said the Air Force is looking and providing RA data for coding in the financial management system. The goal is to set money aside to support this program in the future. Mr. Borders commented that sometimes management tells the employee they need RA, which seems a little odd.

Mr. Tickle then explained the "Personal Assistant" portion of RA and the connection to the critical functions of the job. He said the personal assistants provide support for daily activities individuals need on a personal level in order to perform the job. Ms. Young addressed the need is increasing as we bring wounded warriors into the work place.

15. Enhanced Education for Electronic Engineering Technicians (4ET), Mr. Thad Lewis, AFSC/EN

Mr. Lewis gave an overview of the 4ET program at Tinker AFB and explained it started due to a need for skilled technicians who could provide software development and maintenance activities support. Ms. Young asked about the target grade level of employees for this program. Mr. Stamey explained the program targets the GS09 – GS12 grade level. He said the engineers are doing engineer work instead of engineers doing technician work. Ms. Lyons inquired into the retention rate of these employees. Mr. Lewis said they have lost a few people once they have gone through the program, mainly due to stiff competition for engineers in the area. Mr. Stamey said that is one of the concerns with selecting the brightest for this program, they also are the most competitive in the job market.

16. 180-Day Waiver Process – Ms. Tammy Lyons, HQ AFMC/A1K

Ms. Lyons provided the background on the 180-day waiver process and explained the waiting period requirement goes back to 1964. This waiting period was lifted after President Bush waived the requirement after the 9/11 attacks. The law is now back into effect requiring the 180-day waiting period.

Ms. Lyons discussed the approval process and highlighted the high level of scrutiny on approving these packages. Ms. Young reiterated the importance of scrutinizing waivers to the 180-day waiting period. Mr. Snodgrass said this is the law, and civilians have complained of being stagnant due to hiring military members. He emphasized waiver packages have to justify that no candidates already available can fill these positions except a prior military member. Mr. Powell used the Wright-Patterson Medical Center as an example as an organization he feels slow rolls filling positions to bring the candidates in they would prefer that are prior military. Ms. Young said if you look at the statistics, AFMC is meeting the intent of the waiting period. Ms. Lyons provided an example of contracting officer positions being hard to fill, and military members meet the requirements because they already have the required warrant. She also emphasized this waiting period is not going away any time soon.

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

Ms. Lyons discussed the change really enables Commanders to take risks and hire an employee prior to the drug screening and then letting them go if they fail the screening. This change helps with hiring timelines since it often takes considerable time to get the drug screening results. Ms. Young commented that the Defense Logistics Agency took this approach with drug testing and found many candidates were inquiring into the type of drugs. She finds this interesting, since we are now testing for opiates. Ms. Young also added the Air Force is looking at using additional labs for testing instead of just the current

three regional testing offices used. Adding local certified drug testing centers to the DOD contract could help speed up the process.

18. Installation Security Update – Mr. Bill Snodgrass, HQ AFMC/A1

Mr. Snodgrass discussed the security changes at AFMC installations due to the recent security breaches. He told the PC members they could expect to see changes in procedures when entering gates. Mr. Tingey commented you make changes at one gate, it affects all the other gates on an installation as well, therefore we need to be addressing start and stop times. Ms. Young said many times notifications via email encourage staggering work shifts as an option to offset changes.

19. Security Enhancements at Tinker AFB – Ms. Renee Huddleston, OC-ALC/OM

Ms. Huddleston discussed the challenges with changing the security culture and the necessity to address controlled areas. She said four security assessments over an 11-month period confirmed gaps in security and a relaxed security culture. She then talked about the recommendations based on the assessments. They are in the process of bargaining the recommended changes with the local union.

20. Action Item Review / Wrap-Up – Mr. Randy Shaw, HQ AFMC/A1KL

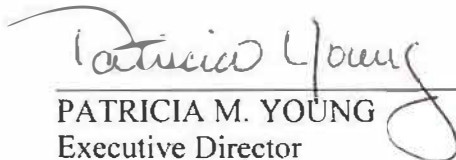
Mr. Shaw requested Mr. Robert Good, HQ AFMC/A1KL, review the previous AI's prior to addressing the AI's added during this session. Mr. Good reviewed each of the AI's and provided a status update on each item. Ms. Young said we need to keep AI 18-02-03 open and ensure we have an effective way of reaching the maintenance community for advertising the 2-Year Associate's Degree program, even if that means creating flyers which can be handed out to the population. She also said there is a Career Field Development Program meeting coming up in June, and she plans to talk to Dr. Todd Fore, AF/A1, so he can speak with the Career Field Team representatives. Mr. Tingey requested we leave AI 18-02-17 open until he gets an opportunity to review AFI 33-360. Ms. Young asked where 33 series policy resides once the Air Force reorganizes. 18-05-10: Discuss restructuring impact on publications with Michelle Lowe-Solis. AI 18-05-11: Send Mr. Tingey a copy of AFI 33-360. PC members agreed to the status of all the AI's according to the attachment below.


Mr. Shaw then handed out a copy of the 27 April 2018 DOD memo requiring maximum use of lodging facilities on military installations. Ms. Young said this memo was a reminder of current policy, and we need to ensure we adhere to the policy as lodging on military installations continue to lose money. Mr. Shaw also reviewed all the Action Items documented during the course of this meeting (see attachment). Ms. Young said to open another action item to provide an update to AFMC/CC on the multi-trades in early July and invite Mr. Tingey to join in via VTC. 18-05-12: Provide multi-trades update briefing to AFMC/CC early July 2018.

Mr. Shaw identified the week of 24 Sep 18 as the dates for the next Joint National (JN) and PC meetings at Wright-Patterson AFB OH. The plan is to hold the JN the afternoon of the 25th and the PC on the 26th. Discussion continued on the possibility of touring facilities at Heath OH and the 711th Human Performance Wing. Ms. Watern said she would check into the possibility of getting transportation to Heath OH. 18-05-13: Determine Surrey availability for Heath Ohio visit in September. Ms. Young told everyone to block the dates, but the dates are still tentative depending on when the new AFMC/CC is assigned and the availability of the AFGE National President.

Ms. Young then recognized Ms. Nikki Frazier and Ms. Chayvon Jones at Tinker AFB for their contributions and making the PC a success. Mr. Dahms presented Mr. Shaw with an abacus to aid with his retirement count down. Mr. Snodgrass presented Mr. Stastny a coin to show his appreciation for his leadership during MLA negotiations and to the labor relations community. Both Mr. Shaw and Mr. Stastny plan to retire in the not too distant future. Ms. Young thanked Mr. Stamey and Mr. Dahms for hosting the PC and expressed her appreciation of these partnering opportunities. Mr. Tingey thanked all the attendees for coming and making time in their busy schedules to attend. The members proceeded on tours of buildings 3001 and 9001.

Minutes Approved By:


PATRICIA M. YOUNG
Executive Director


TROY TINGEY
President, AFGE Council 214

Action Items from Previous PC's			
AI#	Description	OPR	Status
17-08-04	Establish an ADR Red Team.	AFMC/A1	CLOSED
17-08-05	Determine Feasibility of Standardizing where Installation ADR office will be organizationally aligned.	AFMC/A1K	CLOSED
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	OPEN
18-02-02	Brief the Enhanced Education for Electronic Engineering Technicians (4ET) program at a future PC.	AFSC/CA	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	OPEN
18-02-04	Receive customer feedback on the two-year associates degree program application process.	AFMC/A1 AFMC/A1D	OPEN
18-02-05	Provide the policy that governs the requirement for a 1-4 ratio of APF employees to NAF employees in Child Development Centers.	AFMC/A1M	CLOSED
18-02-06	Provide a snapshot across the MAJCOM on the allocation of newly acquired CDC positions.	AFMC/A1M	CLOSED
18-02-07	Provide the process as to how to acquire CDC providers if you have adequate numbers of children enrolled and the physical space available to house children and providers.	AFMC/A1M	CLOSED
18-02-08	Determine if the DPMAP system capability exist for multiple journal entries.	AFMC/A1KL	CLOSED
18-02-09	Provide a briefing at the May 2018 AFMC/AFGE C214 Partnership Council that addresses positions involved in the multi-trades demonstration project.	AFMC/A1K	CLOSED
18-02-10	Provide the website to the PC members which houses the USA Hire Assessment information.	AFMC/A1KL	CLOSED
18-02-11	Provide C214 a list of BUE's furlough codes and identify the means in which employees will be made aware of the furlough code attached to their position before the March 23rd deadline.	AFMC/A1K	CLOSED
18-02-12	Provide quarterly updates to the Partnership Council on the Premier Intern program.	AFMC/A1K	CLOSED
18-02-13	Provide Arnold AFB CCAS results charts to C214.	AFMC/A1K	CLOSED
18-02-14	Review CCAS results at Arnold to determine if any employees did not receive the GPI, and provide that information to C214.	AFMC/A1K	CLOSED
18-02-15	Consider conducting a future PC at AFPC – hosted by AFRL.	AFMC/A1KL	CLOSED
18-02-16	Ensure we continue to communicate to supervisors the importance of providing feedback to employees.	AFMC/A1KL	CLOSED
18-02-17	Look at the issuance of new AFI's and the process they go through for bargaining obligations.	AFMC/A1KL	OPEN
New Action Items from May 2018 - Tinker			
18-05-01	Review DPMAP Performance Standards concerning accuracy and proper format.	AFMC/A1KL	OPEN
18-05-02	Provide examples of both good and bad DPMAP performance plans.	AFGE	OPEN
18-05-03	Send out an email to PC members explaining the differences in performance timelines associated with DPMAP.	AFMC/A1KL	OPEN
18-05-04	Explore if Hill AFB is pulling back from VPP.	AFSC/CA AFGE	OPEN

18-05-05	Provide proposed changes to the VPP Roadmap.	AFGE/C214	OPEN
18-05-06	Include family member's breakout in EAP stats.	AFMC/A1R	OPEN
18-05-07	Once EAP 2 nd qtr. data is collected – send to PC members.	AFMC/A1R	OPEN
18-05-08	Add question to EAP Survey addressing where respondents heard about EAP.	AFMC/A1R	OPEN
18-05-09	Obtain and share wage hearing information at Edwards.	AFMC/A1K	OPEN
18-05-10	Discuss restructuring impact on publications with Michelle Lowe-Solis. (Where will AFI 33-360 reside)	AFMC/A1	OPEN
18-05-11	Send Mr. Tingey a copy of AFI 33-360.	AFMC/A1KL	OPEN
18-05-12	Provide multi-trade update briefing to AFMC/CC early July 18.	AFSC/CA	OPEN
18-05-13	Determine Surrey availability for Heath Ohio visit in September.	AFLCMC/CA	OPEN

**AIR FORCE MATERIEL COMMAND
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES COUNCIL 214
PARTNERSHIP COUNCIL MEETING
22 – 23 May 2018**

BLDG 3001 ANACONDA ROOM, TINKER AFB, OK

TUESDAY, 22 MAY 2018

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0715 - 0730	<i>Surrey Pick-up at Sheraton Hotel - Travel to Bldg. 3001</i>
0730 – 0800	<i>Continental Breakfast</i>
0800 – 0810	<i>Welcome/Opening – Administrative Remarks/Agenda Review Ms. Patricia Young and Mr. Troy Tingey</i>
0810 – 0830	<i>Mission Brief (Mr. Kevin Stamey, AFSC/CA)</i>
0830 – 0900	<i>Local Partnership (Mr. Clayton Stastny, 72 FSS/FSCAL & Carl Dahms, AFGE Local 916)</i>
0900 – 0930	<i>Defense Performance Mgt and Appraisal Program (Ms. Amanda Blankenship, HQ AFMC/A1KL)</i>
0930 - 1000	<i>Premier Interns (Ms. Joyce Labenski, HQ AFMC/A1KK)</i>
1000 – 1015	<i>Break</i>
1015 – 1035	<i>Child Development Centers – Update (Ms. Donna McMannes, HQ AFMC/A1M)</i>
1035 – 1100	<i>Voluntary Protection Program (Mr. Chuck Pyron, HQ AFMC/SE)</i>
1100 – 1130	<i>EAP Utilization (Mr. Danna Plewe, HQ AFMC/A1R)</i>
1130 – 1145	<i>Recognition of Partnership Council Members</i>
1145 – 1200	<i>Group Photo (Hollywood & Vine)</i>
1200 – 1300	<i>Lunch (Catered In - Panera)</i>
1300 – 1315	<i>Wingman Days Update (Ms. Jennifer Treat, AFMC/A1R)</i>
1315 - 1345	<i>Reasonable Accommodation (Mr. Keith Tickle, AFMC/A1KQ)</i>
1345– 1400	<i>Enhanced Ed for Electronic Eng Techs (4ET) program (Mr. Kevin Stamey, AFSC/CA)</i>
1400 – 1415	<i>Multi-trades Demo Update (Mr. Kevin Stamey, AFSC/CA)</i>
1415 – 1430	<i>Classification Review for Multi-trades Positions (Ms. Tammy Lyons, HQ AFMC/A1K)</i>
1430 – 1445	<i>Break</i>
1445 – 1500	<i>Centralized Selection Pilot (Ms. Tammy Lyons, HQ AFMC/A1K)</i>
1500 – 1530	<i>180 Waiver Change & SG Security Onboarding (Ms. Tammy Lyons, HQ AFMC/A1K)</i>
1530 – 1600	<i>Installation Security Update (Mr. Bill Snodgrass, HQ AFMC/A1)</i>
1600 – 1615	<i>Travel Back to Sheraton Hotel</i>

<i>1615 – 1745</i>	<i>Personal Time</i>
<i>1745 – 1800</i>	<i>Travel to Dinner (Jazmoz)</i>
<i>1800 – 2000</i>	<i>Dinner</i>
<i>2000 – 2015</i>	<i>Return to Sheraton Hotel</i>

WEDNESDAY, 23 MAY 2018

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
<i>0715 - 0730</i>	<i>Surrey Pick-up at Hotel - Travel to Bldg. 3001</i>
<i>0730 – 0800</i>	<i>Continental Breakfast</i>
<i>0800 – 0830</i>	<i>Action Item Review / Wrap-up (Mr. Randy Shaw, AFMC/AIKL)</i>
<i>0830 – 1100</i>	<i>Tours (Buildings 3001 and 9001)</i>
<i>1100 – 1130</i>	<i>Return to Sheraton Hotel</i>

PARTNERSHIP COUNCIL MEMBERS (As of: May 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 President, AFGE Local 1406 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. 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. 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>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>	