

HQ AFMC/AFGE Council 214 Partnership Council Meeting Minutes

27 June 2023

Tinker AFB, Oklahoma

The HQ AFMC/AFGE Council 214 Partnership Council (PC) conducted its 56th meeting on 27 June 2023, at Tinker AFB, OK. Ms. Lorna Estep, AFMC/CA, and Mr. Troy Tingey, President, AFGE Council 214, co-chaired the meeting. Due to Ms. Estep being unable to be at the meeting in person, Mr. Dennis D'Angelo, AFSC/CA, helped co-chair the meeting. A list of action items, the agenda, and membership roster are included. Ms. Estep attended virtually for a portion of the meeting and was not present during the second half due to travel. Dr. Eileen Bjorkman, AFTC/CA, was unable to attend due to travel. Ms. Kathy Watern, AFLCMC/CA, attended virtually due to travel. Ms. Pamela McGinnis, AFGE Local 1138 President, was unable to attend. Mr. Neil Williams, AFGE C214 Executive Assistant attended virtually. All other members were present. Ms. Teresa Jones, AFSC/CAG, also participated as a guest.

1. Opening Remarks: Mr. D'Angelo provided introductory remarks regarding the travel issues faced by some of the members, noted who was in attendance virtually/via phone as well as welcomed those who were able to attend in person. Ms. Estep welcomed everyone to what was supposed to be the first in-person Partnership Council in over three years and noted that she hoped to join in-person later in the afternoon. Mr. Tingey echoed Mr. D'Angelo's remarks and stated he appreciated everyone taking the time to participate. He welcomed everybody, noted the new faces, and stated he was looking forward to seeing what we can do for the mission and our people. Ms. Estep asked Mr. D'Angelo to run point as she was not able to be present in-person. Mr. D'Angelo introduced local staff who assisted with putting on the event and asked to go around the room for introductions. While waiting on the first briefers to join the meeting, Mr. D'Angelo asked if there was anything that is not on the agenda that anyone may want to discuss. He initiated discussion regarding realignment of the ALCs and how management and the union can work together in working to transition the workforce for future technology advancements. Mr. Tingey engaged and agreed that we need to be ahead of the game as far as training. Mr. D'Angelo and Mr. Marion Williams, AFGE L987, discussed bringing the workforce up to speed and sharing knowledge between senior employees nearing retirement and new trainees.

2. Local Partnership – Mr. Robert Amundson, 72 ABW/FSCA & Mr. Rick Stuart, AFGE L916

Mr. Amundson began by noting some of the most important aspects of maintaining partnership with the AFGE L916 at Tinker AFB to include communication, collaboration, mutual respect, and responsiveness. He added that one issue the labor office and the union had been working on together had been disability retirement processing and explained some of the struggles they have faced when working with AFPC. These problems included records being misplaced, documents getting lost on the way to OPM, delays in approval, and employees not being able to utilize benefits due to the process taking too long. Mr. Amundson explained that they have combined responses together and share them with the union to try to ensure everything AFPC may need is

provided. Mr. Amundson advised they have asked AFPC for a checklist, but at times they are asked for additional information on top of what is listed in the checklist. Ms. Tammy Lyons, Acting AFMC/A1, offered A1 to take that information and send something to AFPC to see what the issue may be and make sure they were aware of the situation. Mr. Tingey responded that AFPC is aware as there are further issues with other things as well and asked if there was a way to get the processes expedited and obtain a point of contact with AFPC. Mr. Stuart added that they need a belly button with AFPC for him and Mr. Amundson. He then explained that things are being reviewed unnecessarily, additional documentation is being asked for that is not needed, and that they have difficulties reaching OPM via phone. Mr. Tingey stated the union will probably have more influence on OPM at the national level. Ms. Estep noted that this seems to be a problem across Air Force and asked Ms. Lyons if there was anything to show AFPC's response rate. Ms. Lyons advised she is not sure if a dashboard was established for retirements but wants to bring it up with Ms. Toney and will take an action item to do so.

AI 27-06-01: AFMC/A1 will reach out to Ms. Toney/AFPC to obtain advisable guidance on what is needed in processing a variety of retirement actions, with main focus on disability retirements.

AI 27-06-02: At the next PC AFMC will request a briefing from AFPC or OPM to discuss retirements.

AI 27-06-03: AFGE L916 will provide specific examples of what has occurred with retirement requests, time it took, responses received, etc.

Discussion continued regarding the retirement process, taking care of people, and backlogs with OPM. Mr. D'Angelo then asked Mr. Bryan Jackson, AFMC/A1KL, to discuss partnership across AFMC. Mr. Jackson noted partnership at Hill AFB, Robins AFB and AFSC-wide are doing well. He added that he and Mr. Tingey have started a partnership initiative which is intended to go above and beyond requirements in the contract with meetings at the local level and indicated they have had positive feedback. Mr. Wallace commented about partnership at Eglin and barriers. Mr. Jackson added that a quarterly data call is done and success stories are shared with Headquarters Public Affairs office. Mr. D'Angelo asked about sharing what has worked enterprise wide. Mr. Jackson advised it could be done. Ms. Lyons added information could be shared through the Center DP calls and Employee Relations/Labor Relations monthly calls. Discussion amongst the members continued ultimately wrapping up reiterating the importance of communication, strengthening partnership, and the partnership council meeting being a good way to continue moving in the right direction.

3. FERS Correction Project – Ms. Jennifer Humpherys, HQ AFMC/A1KZ

Ms. Humpherys began by explaining how the error was discovered, why the review of FERS retirements was ordered, how the error occurred, and how AFMC was responding to the corrections needed. Ms. Humpherys explained how the waiver worked and the AF's intentions to take on the debt from an agency level has been expressed. However, they are still waiting on DFAS review. Mr. Tingey asked if in the meantime the debts are being collected. Ms. Humpherys advised the majority have not been contacted yet but nobody should be having their

paycheck impacted at this point. Mr. D'Angelo added that no action has taken place but interest may be building. Ms. Humpherys advised there should be no interest compounding. There was further discussion but no further questions.

4. AFMC Strategy Map – Ms. Tammy Lyons, HQ AFMC/A1

Ms. Lyons began the briefing explaining the AFMC Strategy Map and General Richardson's focus on LOE 2: Strengthen Our Team. Ms. Lyons then explained in detail leadership's plan to accomplish LOE 2. Mr. Tingey inquired where comments/suggestions could be directed regarding LOE 2. Ms. Lyons advised of a strategy hub available to submit feedback and any specific LOE 2 items could be sent directly to her email so she may get it to the correct Action Officer. Discussion began regarding relief from the retired military 180-Day Waiting Period policy and legislation surrounding it. Ms. Lyons then spoke to individual center's strategy maps whose CA's were not in attendance (AFNWC and AFTC) and allowed each center CA in attendance to speak to their own. Ms. Watern explained AFLCMC's strategy map. Mr. Tingey asked Ms. Watern about working and improving on security facilities being an act of congress and if there was anything the union may be able to do to help. Ms. Watern responded that the union input from a national level may be helpful due to running out of real estate to do classified work. Mr. Tingey advised if there is anything the union can do to let him know. Discussion continued regarding real estate and teleworking. Mr. D'Angelo went over AFSC's strategy map, how it is linked to AFMC's, and how some of their initiatives stemmed from the AFMC We Need Survey. Ms. Lyons summarized the purpose of seeing the strategy at the Center level and across AFMC, and offered if any members or BUEs have ideas to please push it through to the executive director and A1 as they are always looking at initiatives to see how we can better take care of our people. Mr. Tingey circled back to Mr. D'Angelo speaking about multiple capability requirements and multi-skill positions and stated it seems like we always run into trouble with OPM or Department of Labor on classifying these positions. There was further discussion on the need to update the GS system, occupational series, and qualification standards.

AI 27-06-04: Mr. Williams will provide examples of core docs that incorporate multiple disciplines for A1 review.

5. Union Operational Background – Local Union Presidents

Mr. Jackson introduced the next topic, Union Operational Background, in order to give the new CAs a chance to better understand the union's roles at the installation level. Mr. Allen started by saying he has 90 BUEs and a good relationship with the agency having had only one grievance since 2016 along with meeting the director monthly. Mr. Wallace spoke next by explaining he follows the contract as best as he can, further elaborating that the supervisors are not familiar with the performance aspect of the contract or struggling with annual leave and sick leave. Mr. Wallace continued by stating supervisors are just taught article 6 (grievances) and commented he did not believe the supervisor training he attended was adequate. He feels that people aren't on the same page in contract administration.

Mr. Williams then spoke on behalf of his installation discussing how Robins is unique because of the size. Mr. Williams explained he holds two hats under his current position:

AFGE Local President and a member of the Georgia AFL-CIO board. He stated training is based upon perception of the contract and offered that the Union could provide assistance on training for supervisors based upon law. Mr. Williams added that with partnership at Robins, he meets with installation and complex commanders once per month but has commanders that he has not yet met. Mr. Williams continued stating those meetings can alleviate a lot of confusion that can arise and he needs to set up a Partnership Council with commanders. He concluded by noting the back log of arbitrations at his installation with 3 to 4 hearings occurring per week.

Mr. Tingey encouraged the CAs to read the contract and ask their subordinates to read the contract as well as he has seen a lot of good things come out of Partnership over the years.

6. AF Safety Management System/Voluntary Protection Programs – Ms. Karol Mitchell, AFSC/SE

Ms. Mitchell briefed the background of VPP and AF-SMS Implementation, current OSHA VPP Star sites, the importance of partnership, change in culture, success/challenges, the AFSC SMS Event, and the way ahead with the programs. Mr. Tingey expressed thanks for the support and all those involved who helped with the success of the programs. Mr. D'Angelo mirrored the appreciation and touched on how through partnership the two systems were brought together seamlessly.

7. DoD Civilian Retiree ID Card Termination – Ms. Nickie Estes, HQ AFMC/A1K

Ms. Estes began the briefing addressing the feedback and disappointment received regarding the ID card termination and explained what is planned to alleviate the frustrations in the field. Mr. D'Angelo asked for clarification regarding those with a REAL ID driver's license and how they use that to come on base. Ms. Estes explained how it can be used to verify identity and gain access and would eliminate the need for two IDs in the future. Ms. Estes went on to explain how spouses and dependents fit into this change. Mr. Tingey inquired if this was being done currently rather than it being up to the commander. Ms. Estes answered that AFMC has been in communications with Air Force, and they are not interested in addressing the issue at their level and advised installation commanders can come up with interim solutions. She added that AFMC feels it is in the best interest to come up with interim solutions for our airmen, spouses, and dependents. Ms. Lyons asked if in the solution we will actually issue some type of card to these individuals that do not meet the REAL ID requirements. Ms. Estes advised that A4/S is working on details of this and explained some of this will be worked in the lower level of the security forces at the installations. She added the goal is to keep everybody on the same page with a solution from A4/S. Ms. Lyons responded that she still thinks we need to encourage the Air Force community to look for an enterprise solution, so it is not different throughout locations. Mr. D'Angelo asked for clarification on the issue of gaining access at different bases, and if it impacts military retirees. Ms. Estes explained it does not impact military retirees and if it does work the way they want it to work, the card will give them access to more than just AFMC installations but all Air Force installations. There was further discussion regarding impacts of this change as well as details of the memo from which the change stemmed.

8. Negotiated Settlement Agreements – Ms. Nickie Estes, HQ AFMC/A1K

Ms. Estes began her briefing explaining the background behind the AFPC Higher Level Review Team (HLRT) and the reasoning behind the recommendation of a draft review prior to signature on the settlement agreements. Mr. Williams asked if the settlement agreements are being tracked as far as when they are being processed and finished. Ms. Estes explained the responsibilities of each party, some of that being within the HR community while also some of the work being with DFAS which can lengthen the process and response time to tickets. Mr. Tingey expressed frustration in the time it takes to get through the process and then the settlement agreement gets kicked back down. Mr. Tingey further stated there are some decisions on back pay that are going on a year. Ms. Estes asked for details on those so she may review further.

AI 27-06-05: AFGE C214 to provide specific settlement agreement information regarding back pay decisions that have experienced delays in processing to A1K to review further.

Discussion continued regarding differences between the HLRT role in decisions versus the settlement agreement, issuing decisions, and legal requirements. Mr. D'Angelo asked Ms. Estes if this is something that can be solved at her level or if higher authority is needed to take action to speed up the process. Ms. Lyons advised they are in the process of writing an MOA with AFPC to take to Ms. Estep to upchannel and house it under AFMC. She added the process with DFAS is out of AFMC control, however, if we can quickly enter things and control that piece then we can expedite the process. Ms. Estes agreed that bringing that piece in house rather than AFPC would speed it up and prevent duplication of efforts. Mr. D'Angelo asked how long it takes to process and if process time is being tracked. He added if it is not, we should do that to have data to show where the process slows down and be able to compare it in the future.

AI 23-06-06: A1K will seek data from installations regarding open settlement agreements/grievance decision processing issues.

Further discussion led into specific issues at bases. Ms. Estes asked for any lingering issues to be emailed to her. Ms. Lyons suggested a database be made that Mr. Jackson can get into that local LR/EMR offices would be able to utilize.

AI 23-06-07: AFGE L987 to provide specifics on settlement decision issues to A1K for further review.

AI 23-06-08: A1K to establish a database for local ER/LR offices to input information into regarding settlement agreements so it may be tracked better or an initiative to track metrics in order to address issues with AFPC via data driven evidence.

9. Flexible Work Schedules – Mr. Troy Tingey, AFGE C214 President

Mr. Tingey began by advising that he wanted to bring this topic up as all throughout the day the group has heard about flexible work schedules with retaining people and facilities, but he did not think it is being handled consistently across the board. He provided an example of SWEG and LCMC with people in the same building but having different requirements for being in the

office. Mr. Tingey added that employees may be being brought back due to fear of losing real estate but wanted to know if employees were able to 100% telework during COVID then why aren't they able to do it now and why it is not consistent across the board. Mr. Tingey ended with the union also wants people in the office so they can see them, but he doesn't think flexible schedules are being used to the maximum extent. Mr. D'Angelo asked Ms. Lyons for updates in guidance from General Richardson on the subject. Ms. Lyons summarized that General Richardson does not intend to change his memo and explained what was discussed in his recent townhall meetings. She added that the focus of the memo was towards Headquarters staff at Wright-Patterson AFB primarily and that those SMEs in the workforce that are setting policy cannot do so in a vacuum. Collaboration and teamwork is needed to get that done. Ms. Lyons continued to note that there was flexibility to the directors on how extensive that this would be implemented and the focus on mission and acculturation of trainees. Ms. Lyons explained that there are differences between Centers as the commanders were given the ability to command and choose what was needed to ensure the mission is being accomplished. She concluded that there was not a minimum or maximum amount of telework advised, rather encouragement of flexibilities like flexible or compressed work schedules where needed and dovetail that with telework. Discussion began regarding consistency, retaining employees, and attrition. Ms. Watern added to the discussion stating LCMC tries to be aligned with General Richardson and his policy as well as in line with their specific mission. She discussed the concern of people leaving over telework, trainees feeling disconnected due to telework, as well as reviewing each full time and remote telework request individually. She added although there are folks they may lose, that they have seen great turnout at hiring events, even at hard to fill locations. She believes there are people willing to work for them regardless of flexibilities offered. She concluded that she believes this will normalize over time and it will take time to readjust following the pandemic.

10. AFMC Anti-Harassment Program – Mr. Keith Tickle, AFMC/A1Q

Mr. Tickle began his briefing by explaining what DEIA (Diversity, Equity, Inclusion, Accessibility) is in AFMC and where the stand-up of this office originated. He added that within the Act that established the DEIA office, it also included a requirement to establish an effective anti-harassment program and reasonable accommodation program. Mr. Tickle went on to discuss the policies related to this topic, the definition of civilian workforce harassment, the DEIA continuum, and the gap with acts of bias and discrimination versus workplace harassment. Mr. Tingey asked for Mr. Tickle to elaborate on filing an EO complaint after it is not discrimination and the 45-day filing timeframe. Mr. Tickle explained the clock stops during the process. Mr. Williams brought up some concerns with timely filing and specific cases to which Mr. Tickle asked to send to him so he may review further.

AI 23-06-09: AFGE L987 to provide specifics to A1Q regarding anti-harassment issue to dive deeper.

Mr. Tickle continued his briefing advising the program is an extra tool for employees to use and bargaining unit employees are welcome to union representation. He added that rather than moving straight to an EO complaint it has allowed space for modification of behaviors and resolutions instead. Mr. Tickle asked Mr. Williams for any feedback on the process at Robins

AFB where it was tested. Mr. Williams answered that in general it does work, and he supports what the DEIA office is doing. He added however, every now and then there is a hiccup due to a misunderstanding on how the process works. Mr. Williams stated they are looking to write out a policy, so everyone is on the same page and knows exactly what steps need to be taken. Mr. Tickle continued the discussion touching on the employee's ability to file discrimination and still having access to the EO process. More questions were asked regarding the timing to file and resolutions to the issue. Mr. Wallace asked what the range is for the remedies to these cases. Mr. Tickle responded that a lot of the cases have been resolved with just dialog and getting more leadership engagement. Discussion went on to touch on barrier analysis and access to opportunities versus outcomes. Mr. Williams asked for a copy of the barrier analysis at Robins AFB and Mr. Tingey asked for one for all the installations to be shared. Mr. Tickle advised he can gather that.

AI 23-06-10: A1Q to provide barrier analysis to share with AFGE C214 for each installation.

Mr. Allen inquired about guidance for someone in cognitive decline and reasonable accommodations for employees. Mr. Tickle explained a current shortfall their office is trying to address is the uptick in individuals with mental disabilities. Mr. Tickle continued noting the challenges with making accommodations as Occupational Medicine is more focused on the physical side and the need to obtain psychologists and psychiatrists to aid in establishing the accommodations. Mr. Allen followed up asking if for a veteran can it be something that is not service connected. Mr. Tickle confirmed it does not have to be service connected. Discussion began about mental health issues, medical separations, and PIPs based on inability to perform essential duties. Mr. Tingey advised the Union members to work with Mr. Jackson on specific issues.

Mr. Tickle advised of the way ahead in working to add an AFMCi to supplement AFI 36-147 as a command designee process.

11. Reasonable Accommodation Reimbursement – Mr. Keith Tickle, AFMC/A1Q

Mr. Tickle continued on to brief his second subject by first explaining that the Air Force has created a fund for reasonable accommodation reimbursement, how it works, and how requests are submitted. He added it is meant to be an interactive process and wants people to know it exists as supervisors consider what may be needed. Mr. Williams asked what the difference was between this and the funding for ergonomic needs and if they were the same funds or different funds. Mr. Tickle answered that they are different funds and elaborated that ergonomic items are used to maximize efficiency and is an agency decision to incorporate those items. He added reasonable accommodation is when the agency is liable, and you have to walk through the process as if it is unaddressed it can lead to a discrimination case. Mr. Tingey asked if Mr. Tickle could provide the Disability Program Manager information at each location. Mr. Tickle confirmed he could email the information to Mr. Jackson to share.

AI 23-06-11: A1Q to provide Disability Program Manager information at each location to AFGE C214.

Mr. Tingey then asked how reasonable accommodation denials are challenged and provided an example of an instance where employees are required to utilize hoteling and have different needs and a request is denied. Mr. Tickle advised that the agency uses the interactive process for those qualified individuals with a disability, but in the example Mr. Tingey provided, the agency isn't liable to provide a reasonable accommodation. Mr. Tickle added it doesn't mean there shouldn't be dialog to try to resolve the issue, if it is harming the individual and their ability to do the job it can move into a workplace harassment matter. Mr. Tickle concluded that the two different aspects are if they are a qualified individual with a disability. He added if they are not, then the reasonable accommodation process is out and you find other ways to support. Mr. Tingey replied that he appreciated that, but also expressed concern that the only way an employee can get a reasonable accommodation is if they have a disability already. Ms. Lyons offered that she believes Mr. Tickle is saying that they still have the avenue to go through the DEIA office to try to mitigate, and if not fixed they could go towards the EO side. Ms. Lyons further added the bottom line is to encourage communication and if that is not happening on its own, then get the DEIA office involved. Mr. Tickle added the ultimate goal is to help employees and he understands that sometimes leaders can lean into a 'just live with it' mentality but we are not that way.

12. Violence Prevention – Ms. Lesley Darley, HQ AFMC/A1Z

Ms. Darley began her briefing highlighting high interest items over the last few years related to policy directed at violence prevention efforts and defined different types of violence prevention. She then moved on to highlight different programs related to prevention within AFMC such as AFMC Connect, safeTALK, and AFMC Family Connection. Ms. Darley then concluded her briefing discussing the Connect to Care approach. Mr. Tingey requested a list of safeTalk POCs.

AI 23-06-12: A1Z to provide safeTALK POCs at each installation to AFGE C214.

Ms. Lyons added that they felt it was important to share this briefing as there has been a big emphasis on this area as Air Force has committed to putting resources into this. Mr. Williams asked if the program is confidential when an employee comes by and asks for help for something like a mental health issue. Ms. Darley explained that they should be operating with full privacy, but it is not fully confidential. She added that any records that would be released would need to go through JA before being shared further. Mr. Tingey commented that the chances of employees utilizing this in the maintenance world are slim to none, for the simple reason of confidentiality as it seems to leak out and make matters worse. Discussion began about mental health issues and losing security clearances or jobs, as well as making tools to properly implement these programs. Ms. Darley added that she recognizes there is a barrier regarding security clearances and mental health. In the past education efforts had been made and she will look at revisiting those efforts.

Discussion continued about violence prevention being a good topic that leadership has been focused on and how they may continue to do so. Ms. Lyons added that we want to get the Employee Assistance Program (EAP) out as a proactive measure rather than a reactive measure and it to be known as a tool and resource for everyday events. There was further discussion about tools utilized in the 711 and making a dashboard to house these tools better. Ms. Lyons paused

discussion as Ms. Watern had to log off of the meeting. Ms. Watern expressed that it was good to have this meeting back in person as there is so much benefit there and thanked the members for the opportunity to participate. She added that her positive relationship with Mr. Tingey and getting his input informally has driven changes and she appreciates that. Mr. D'Angelo asked if Mr. Neil Williams had any comments at this time as he also called in to the meeting. Mr. Neil Williams expressed that he is just taking it all in as he is still learning and had no comments at this time.

13. Closing Remarks

Mr. D'Angelo asked to go around the room for any final comments from each member for the day prior to reviewing the action items from the meeting. Each member expressed thanks for the opportunity to be a part of the meeting.

14. Action Item Review/Wrap Up– Mr. Curtis Hetzel, HQ AFMC/A1KL

Mr. Curtis Hetzel, HQ AFMC/A1KL Secretariat, reviewed all of the AIs identified during the meeting (see attached). Mr. Jackson asked if anyone had anything they would like to add. No one responded with additional Action Items.

Mr. D'Angelo advised of the agenda for the next day, to include breakfast and tours, and concluded the meeting.

Minutes Approved By:

ESTEP.LORNA
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LORNA B. ESTEP
Executive Director



TROY TINGEY
President, AFGE Council 214

New Action Items from June 2023 – Tinker AFB

AI#	Description	OPR	Status
23-06-01	AFMC/A1 will reach out to Ms. Toney/AFPC to obtain advisable guidance on what is needed in processing a variety of retirement actions, with main focus on disability retirements.	AFMC/A1	OPEN
23-06-02	At the next PC AFMC will request a briefing from AFPC or OPM to discuss retirements.	AFMC/A1	OPEN
23-06-03	AFGE L916 will provide specific examples of what has occurred with retirement requests, time it took, responses received, etc.	AFGE L916	OPEN
23-06-04	Mr. Williams will provide examples of core docs that incorporate multiple disciplines for A1 review.	AFGE	OPEN
23-06-05	AFGE C214 to provide specific settlement agreement information regarding back pay decisions that have experienced delays in processing to A1K to review further.	AFGE	OPEN
23-06-06	A1K will seek data from installations regarding open settlement agreements/grievance decision processing issues.	AFMC/A1	OPEN
23-06-07	AFGE L987 to provide specifics on settlement decision issues to A1K for further review.	AFGE L987	OPEN
23-06-08	A1K to establish a database for local ER/LR offices to input information into regarding settlement agreements so it may be tracked better or an initiative to track metrics in order to address issues with AFPC via data driven evidence.	AFMC/A1	OPEN
23-06-09	AFGE L987 to provide specifics to A1Q regarding anti-harassment issue to dive deeper.	AFGE L987	OPEN
23-06-10	A1Q to provide barrier analysis to share with AFGE C214 for each installation.	AFMC/A1Q	OPEN
23-06-11	A1Q to provide Disability Program Manager information at each location to AFGE C214.	AFMC/A1Z	OPEN
23-06-12	A1Z to provide safeTALK POCs at each installation to AFGE C214.	AFMC/A1Z	OPEN

AIR FORCE MATERIEL COMMAND
AFMC/AFGE Partnership Council
Conference Room – TBD
Tinker AFB, OK
Note all times are Central Time

Tuesday, 27 June 23

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0800 – 0900	Opening Remarks – Ms. Lorna Estep (AFMC/CA) & Mr. Troy Tingey (AFGE)
0900 – 0930	Tinker Local Partnership Update – Mr. Robert Amundson (72ABW/FSCA) & Mr. Kris Camil (AFGE Local 916)
0930 – 1000	FERS Retirement Coding Corrections – Ms. Jennifer Humpherys (AFMC/A1KZ)
1000 – 1030	AFMC Strategy Map & Center Strategies – Ms. Tammy Lyons (AFMC/A1)
1030 – 1100	Union Operational Backgrounds (Understanding full scope of union involvement at installations) – Union Partnership Council Members
1100 – 1130	Voluntary Protection Prog – Ms. Karol Mitchell (AFSC/SE) & Mr. Ryan Smith (AFSC/SE)
1130 – 1200	Lunch
1200 – 1230	Status of Civilian Spouse/Retired Civilian ID Cards – Ms. Nicole Estes (AFMC/A1K)
1230 – 1300	Settlements/Grievance Process – Mr. Troy Tingey (AFGE) & Ms. Nicole Estes (AFMC/A1K)
1300 – 1330	Flexible Work Schedules – Mr. Troy Tingey (AFGE)
1330 – 1400	Anti-Harassment Office – Mr. Keith Tickle (AFMC/A1Q)
1400 – 1430	Reasonable Accommodations Funding – Mr. Keith Tickle (AFMC/A1Q)
1430 – 1500	Connect to Care – Ms. Lesley Darley (AFMC/A1Z)
1500 – 1530	Violence Prevention – Ms. Lesley Darley (AFMC/A1Z)
1530 – 1630	Closing Remarks – Ms. Lorna Estep (AFMC/CA) & Mr. Troy Tingey (AFGE)
1800 – 2030	Dinner Social

End of Day 1

PARTNERSHIP COUNCIL TOUR

(All CAs are invited to attend)
Note all times are Central Time

Wednesday, 28 June 2023

<u>TIME</u>	<u>TOPIC/PRESENTER(S)</u>
0730 – 0800	Continental Breakfast – Ms. Tonja Nichols (AFSC/CCP)
0800 – 0815	Opening Remarks – Mr. Dennis D’Angelo (AFSC/CA)
0815 – 0835	AFSC Mission Video / Briefing – Mr. Dennis D’Angelo (AFSC/CA)
0835 – 0845	Proceed to Hollywood & Vine w/Comfort Break – Ms. Tonja Nichols (AFSC/CCP)
0845 – 0900	OC-ALC Quad Chart Overview – Mr. Eric Harris (OC-ALC)
0900 – 0915	Depart Hollywood & Vine Board Tram, Tour B3001 – Mr. Eric Harris (OC-ALC)
0915 – 0925 ALC)	Proceed to Main Foyer B3001, Comfort Break en Route to Surrey – Mr. Eric Harris (OC-
0925 – 0945	Proceed to SWEG, B9001, Door S54 – Mr. Eric Harris (OC-ALC) & Mr. Dennis D’Angelo (AFSC/CA)
0945 – 1030	SWEG Lab, B9001
1030 – 1040	Proceed to Door S54 for Surrey to CMXG REACT Lab – Mr. Eric Harris (OC-ALC)
1040 – 1120	REACT Lab – Mr. Eric Harris (OC-ALC)
1120 – 1130	Proceed to N20, Surrey to KC-46 Overlook – Mr. Eric Harris (OC-ALC) Mr. Dennis D’Angelo (AFSC/CA)
1130 – 1145	Depart KC-46 Overlook, Proceed to B3001 Main Entrance – Mr. Eric Harris (OC-ALC)
1145 – 1200	Arrive at B3001, End of Partnership Council; CA’s Proceed to Anaconda Conference Room – Ms. Tonja Nichols (AFSC/CCP)

PARTNERSHIP COUNCIL MEMBERS (As of: June 2023)

Management Members	Union Members
<p>Ms. Lorna Estep 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: Lorna.Estep@us.af.mil Secretary: Raina Wilson Start Date: June 2023</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>Ms. Tammy Lyons (Acting) 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: tammy.lyons@us.af.mil Secretary: Cynthia Reynolds Start Date: June 2023</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. Dennis D'Angelo AFSC/CA DUTY TITLE: Executive Director, AFSC 3001 Staff Drive, Bldg3001 Tinker AFB OK 73145 Phone: DSN 339-2202 - COMM 405-739-2202 Email: dennis.dangelo.1@us.af.mil Secretary: Tesha Bowen Start Date: June 2023</p>	<p>Mr. Marion Williams President, AFGE Local 987 P.O. Box 1079 Warner Robins, GA 31099-1079 Phone: DSN 468-3632 Email: marion.williams122@gmail.com Start Date: Jun 2019</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: Elexia (Lexi) Tharp Start Date: May 2016</p>	<p>Ms. Pamela McGinnis President, AFGE Local 1138 P.O. Box 662 Fairborn, OH 45324 Phone: (937)318-5666 Email: prez1138@aol.com Start Date: July 2019</p>

<p>Dr. Eileen Bjorkman AFTC/CA DUTY TITLE: Executive Director, AFTC 1 S Rosamond Blvd Edwards AFB, CA 93524 Phone: DSN 527- 4436 - COMM 661-277-4436 Email: eileen.bjorkman.1@us.af.mil Secretary: Lori Hosey Start Date: Sep 2019</p>	<p>Mr. Thaddeus Wallace President, AFGE Local 1897 P.O. Box 1918 Eglin AFB, FL 32542 Phone: (850)882-5714 Email: afgelocal1897@us.af.mil Start Date: Oct 2018</p>
<p>Mr. Timothy Sakulich 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: timothy.sakulich.1@us.af.mil Secretary: Kaitlyn Thompson (Katie) Start Date: June 2023</p>	<p>Mr. Neil Williams Executive Assistant, AFGE Council 214 4375 Chidlaw Rd. Wright-Patterson AFB, OH 45433-5006 Phone: DSN 785-6254 - COMM 937-257-6254 Email: neil.williams.1@us.af.mil Start Date: June 2023</p>
<p>Mr. Bryan Jackson Secretariat HQ AFMC/A1KL 4375 Chidlaw Rd., Rm N208 Wright-Patterson AFB, OH 45433-5006 Phone: COMM 405-397-4158 Email: bryan.jackson.2@us.af.mil</p>	
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