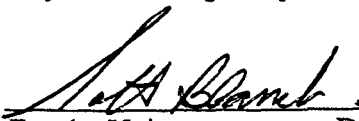
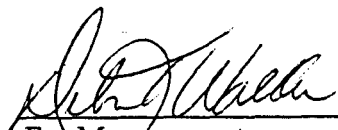


MEMORANDUM OF AGREEMENT

DEPOT MAINTENANCE RE-ORGANIZATION

1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this Memorandum of Agreement in regard to consolidating Depot Maintenance functions into a single Directorate.
2. Management and the Union agree to continue to use the partnership approach in all aspects of the Air Logistics Centers re-alignment process.
3. The parties agree that the new structure will entail block moves for most employees, i.e., on paper only by changing of employees office symbol. Shops will not move and, in most instances, wage supervisory personnel will not change for direct (wage grade) personnel.
4. The parties agree that no adverse actions will result to bargaining unit employees as a result of this re-organization, i.e., separations or changes to lower grade.
5. The parties recognize that some overhead employees' positions may be restructured to align authority, responsibility and accountability. The parties also recognize that any impact on the bargaining unit will be minimal but may require employees to physically move to a new duty station. In this event, local negotiations are authorized to negotiate appropriate arrangements for implementing any required moves.
6. No formal training to accommodate this re-organization is anticipated as all skills will be matched.
7. Procedures found in Article 12 (Merit Promotion) and Article 13 (Temporary Promotion) of the MLA will apply to filling higher graded bargaining unit positions.
8. The parties recognize that the new Depot Maintenance Directorate may be impacted by the rest of the Air Logistic Center (ROTA) re-organization. In this event, local negotiations are authorized to reach appropriate arrangements for implementing these activities.
9. In the spirit of partnership, Management and the Union agree to keep each other informed throughout this re-organization and to work together to address any unforeseen circumstances that may arise during this process.

  
For the Union                      25 July 02  
Date

  
For Management                      25 July 02  
Date