

MEMORANDUM OF AGREEMENT
On
Lab Demo Project Performance Factor Change of 2010

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 regarding subject change as it applies to bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the parties.

2. The Air Force Research Laboratory (AFRL) organization has proposed to refine the performance measures used in the Laboratory Demonstration Project by reducing the number of Contribution-based Compensation System (CCS) factors and eliminating factor weights. This will affect BUEs at Eglin and Tyndall Air Force Bases.

3. The Parties agree to delegate bargaining this change to AFGE Local 1942 and the Eglin AFB Labor Relations Office hereafter referred to as "local union" and "local management" in the proceeding sub-paragraphs. The following provisions will apply:

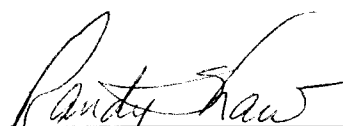
a. Local management will provide the local union a detailed briefing on the changes planned, how and why the CCS factors will be changed, how they will be trained, how and when interim feedback will be given, and any other impacts to affected employees.

b. The local union will have 5 working days from the date of the briefing to submit a written list of any questions that remain. The bargaining clock will start when all questions submitted within the 5-day window have been answered. If no questions are submitted, the clock will begin 5 working days after the briefing.

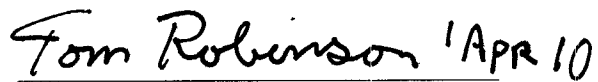
c. The local union will submit detailed proposals in the form of draft MOA no later than 15 working days from the start of the bargaining clock. Both parties will respond with written counterproposals no later than 15 working days from receipt of the last proposal. Meetings to collaboratively resolve issues are encouraged. Such meeting will not affect the 15 day rule, except by mutual agreement.

4. All remedies available under the MLA or 5 U.S.C. Chapter 71 will remain available to the Parties if concerns cannot be cooperatively resolved.

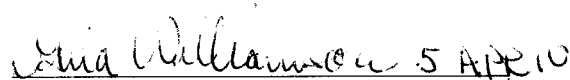
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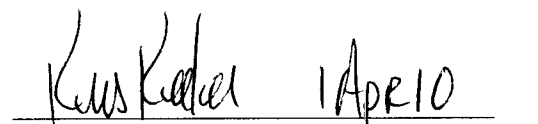
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