

1994

MEMORANDUM OF AGREEMENT

AFMC TOBACCO REDUCTION POLICY

1. This agreement is made pursuant to the USAF Tobacco Reduction Implementation Plan and the AFMC Tobacco Reduction Policy and is between the American Federation of Government Employees represented by AFGE Council 214 and the Air Force Materiel Command (AFMC), Wright-Patterson AFB, Ohio.

2. The parties agree to remain status quo with the current Memorandum of Agreement signed by AFGE Council 214 and AFMC on 29 April 1987 and with all existing activity level agreements accommodating the smoker and smoking facilities relative to smoking/non-smoking until such time as the matter has been subject to the negotiation process consistent with the Labor Statute.

3. Any bargainable matters left to the discretion of the local commanders such as providing shelter from the elements will be negotiated at the local level.

4. When the demand for smoking cessation classes exceeds resources, civilian employees will have priority over military dependents and retirees. If an employee has no medical coverage that provides a means for obtaining relief for nicotine patches and/or gums, the employee may request assistance from the local medical treatment facilities. Those facilities are encouraged to make subject items available to employees attending on-base smoking cessation classes. Where smoking cessation classes are held during duty hours, employees approved for attendance shall be granted excused absence to attend consistent with mission requirements.

5. Smokers and non-smokers alike shall be afforded the same break opportunities consistent with good work practices and the accomplishment of the mission. It is not the intent of this agreement to limit smokers to only authorized break times now in existence without first affording the Union with the opportunity to bargain these changes in conditions of employment.

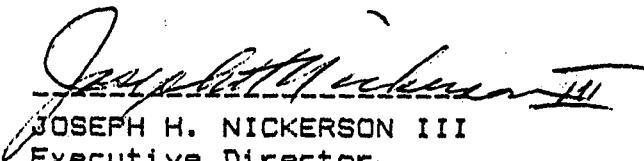
6. When there are any conflicts or disputes arising over the Tobacco Reduction Policy, it will be resolved in favor of the non-smoker. However, designated indoor smoking areas shall not be eliminated until such time as outdoor smoking areas have been subject to the negotiation process pursuant to the Labor Statute.

7. Upon reaching a joint agreement between AFMC and AFGE, management shall publicize this agreement and the terms agreed to in the local papers at all AFMC facilities within 30 days of the date of this agreement. Only where no newspapers may exist, appropriate publication shall be made in any employee newsletter, Civilian newsletter or in the daily bulletin. Publication of any editorial other than the terms of the agreement will be mutually agreed to between the Union and management.

8. Delegation and written notice shall be made pursuant to and in accordance with Article 33 of the Master Labor Agreement after execution of this agreement.


9. No rights of the Union, employees, or the employer are waived by this agreement.

FOR THE UNION


  
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JOSEPH H. NICKERSON III  
Executive Director  
AFGE Council 214

1 April 1994  
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DATE

FOR THE MANAGEMENT

  
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RAYMOND RUSH  
Labor Relations Officer  
AFMC

1 April 94  
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DATE

  
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PAULA BLOCK, Lt Col, USAF  
Chief, Health Promotion  
and Fitness Branch  
HQ AFMC/SGPZ

1 Apr 94  
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DATE