

MEMORANDUM OF AGREEMENT
On
The AFMC "Mega" Organization Change Request

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 initiative as it applies to bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the parties.
2. The proposed AFMC "Mega" Organization Change Request (OCR) will have organizational actions throughout the Command. The initiative was driven by the Air Force 2008-2010 Strategic Plan and the CSAF's directive to implement the CORONA South guidelines for minimum manpower thresholds for Wings, Groups and Squadrons. Some Wing/Group/Squadron ("unit") organizations, particularly in the acquisition arena, will be converted to Directorate/Division/Branch ("non unit") organizations. Other units will be restructured to meet minimum manpower thresholds.
3. This change will have minimal impact on bargaining unit employees (BUEs). No positions will be lost. Employees will retain their current grade and series. It is anticipated, they will continue performing their current duties under the same supervisor. Their office designation and their chains of command may change. In some cases there may be a physical move.
4. To facilitate the change, Management will offer each Local President a detailed briefing. Should the local union president request, before-and-after organization diagrams for organizations that are changed will be provided. The Local President will be notified of BUEs affected by any moves or other local impacts foreseen. The union will be offered the opportunity to bargain local impacts.
5. 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.

FOR MANAGEMENT

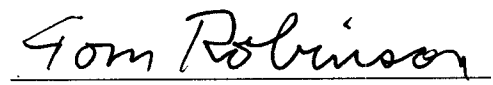
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FOR THE UNION

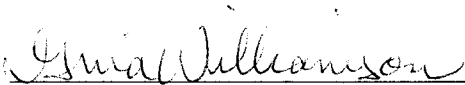
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