

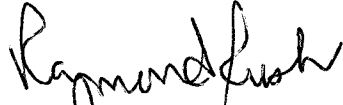
10 June 2004

**MEMORANDUM OF AGREEMENT (MOA)
CONCERNING
U.S. Air Force Motorcycle Mentorship CONOPS**

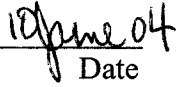
1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this MOA regarding the above matters as they apply to AFGE bargaining unit members covered by the Master Labor Agreement (MLA) between the Parties.
2. The Union received notification of the U.S. Air Force Motorcycle Mentorship CONOPS on 27 April 2004 at a meeting between HQ AFMC/DPCL and AFGE Council 214. Management provided Council 214 with a handout describing the U.S. Air Force Motorcycle Mentorship CONOPS.
3. The Parties agree to adopt the following provisions as a means of implementing command wide the U.S. Air Force Motorcycle Mentorship CONOPS:
 - a. Motorcycle operators must be licensed to operate a motorcycle by the state in which they reside in order to operate a motorcycle on an AFMC installation.
 - b. Motorcycle operators and passengers must wear a protective helmet. Helmets must be properly worn and fastened and meet standards of the Snell Memorial Foundation, the American National Standards Institute, or the U.S. Department of Transportation.
 - c. Motorcycle operators and passengers must wear impact resistant goggles/wrap-around glasses or a full-face shield on their helmet.
4. The parties encourage motorcycle operators and passengers to wear boots or over-the-ankle leather shoes with low heels, long trousers, full-fingered gloves, and a long-sleeved shirt or jacket, but such wearing apparel is not required.
5. The Parties agree that this MOA will not supersede any similar MOAs currently in effect at AFMC bases except for provisions, which are in conflict with the provisions of this MOA.
6. It is also agreed by the Parties that when bargaining unit members participate in Management sanctioned base motorcycle club activities during normal duty hours, those employees will not be in a duty status while participating. Off duty status to include the use of annual leave, compensatory time, credit hours, etc. can be utilized by the bargaining unit members in order to participate.
7. The Parties encourage bargaining unit member attendance at base level motorcycle training, but such participation will be on a voluntary basis except where motorcycle operation is a requirement for a government position.

8. Further guidance on this issue is expected from HQ Air Force. The Parties recognize that receipt of the guidance may require this agreement to be reopened for negotiation.

9. All remedies available under the MLA or 5 U.S.C. Chapter 71 are available to the Parties if either party believes the other has failed to comply with any of the requirements of this MOA.

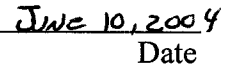


For Management


Date



For The Union


Date