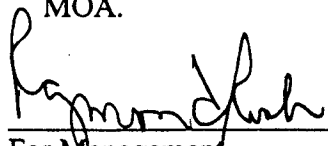


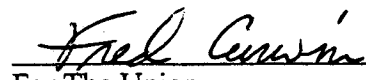
22 Aug. 2001

**MEMORANDUM OF AGREEMENT (MOA)  
CONCERNING  
Air Force Instruction (AFI) 36-815,  
*Absence and Leave*, dated 13 October 2000  
CHAPTER 11 ONLY**

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 subject instruction as it applies to bargaining unit members in matters covered by the Master Labor Agreement (MLA) between the Parties.
2. When any provision of AFI 36-815 Chapter 11 conflicts with the Master Labor Agreement, the Master Labor Agreement takes precedence. If a provision of AFI 36-815 Chapter 11 which allegedly conflicts with the Master Labor Agreement is applied to a bargaining unit member, the matter may be resolved through the negotiated grievance procedure in Article 6 of the MLA.
3. This MOA will allow management to implement **Chapter 11 Only** of AFI 36-815 dated 13 October 2000. The remainder of AFI 36-815 is currently being negotiated by the Parties. The Parties agree that this MOA is temporary in nature, and will cease to be applicable to the AFGE Council 214 bargaining unit members at such time as agreement is reached by the Parties on the remainder of AFI 36-815 dated 13 October 2000. The only purpose for this MOA is to allow Management to temporarily implement the provisions of only Chapter 11 in AFI 36-815 prior to the completion of bargaining the entire AFI 36-815 by the Parties. The Union reserves the right to present post implementation proposals, which could affect the provisions in Chapter 11, during the current negotiations between the Parties concerning the remainder of AFI 36-815.
4. All remedies available under the MLA or 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

23 Aug 01  
Date

  
\_\_\_\_\_  
For The Union

23 Aug. 2001  
Date