

13 FEB 2018

MEMORANDUM OF AGREEMENT (MOA)

ON

**AIR FORCE INSTRUCTION (AFI) 32-2006
“UNIFORM AND GROOMING STANDARDS FOR
CIVILIAN FIRE EMERGENCY SERVICES
PERSONNEL,” DATED 29 AUGUST 2013**

References:

*A. AFI 32-2006, Uniform and Grooming Standards for Civilian Fire
Emergency Services Personnel, dated 29 August 2013*

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 Uniform and Grooming Standards for Civilian Fire Emergency Personnel as it applies to bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the Parties.
2. AFI 32-2006 replaced AFI-36-801 as the authority on dress and grooming standards for Civilian Fire Emergency Personnel.
3. In accordance with 10 USC 1593 (Uniform Allowance: Civilian Employees), when the government requires Fire and Emergency (FES) personnel to wear a prescribed uniform, the government will provide such uniforms, a uniform allowance, or some combination of the two.—The Installation Fire Chief (IFC) determines how those uniforms are acquired. If the government does not provide all uniform components, the IFC will ensure BUEs are given a uniform allowance sufficient to cover the cost of all uniform components the employee is required to purchase, up to a maximum of funds established in 10 USC 1593. Local uniform standards will be negotiated between the IFC (or designee) and the Local Union President (or designee). Any changes in working conditions for BUEs shall be negotiated between the IFC and the local union.
4. Employees will be given 12 months from the date of this MOA or 60 days from receipt of the allowance, whichever is sooner, to comply with the wear of clothing covered by this MOA.
 - a. For all FES personnel whose primary or secondary duties include firefighting; the T-shirt may be worn apart from the uniform shirt. However, this T-shirt now becomes part of the uniform and must be constructed of inherently flame resistive fibers (100% cotton; Nomex/Aramid blends, for example). NFPA-compliant T-shirts may only be required if agreed upon during local negotiations.

- b. Station Work Uniforms and accoutrements of all FES personnel whose primary or secondary duties include firefighting shall comply with NFPA 1975 and AFI 32-2006, unless otherwise covered by this MOA. Any changes in working conditions for BUEs shall be negotiated between the IFC and the local union.
- c. Work shirts will not be worn on the flight line or during fire emergency operations. Therefore, metal (such as name badges, tags, rank, etc.) may be worn on clothing that will not be worn during flight line, vehicle checkout, or fire ground operations.
- d. Employees will be allowed to wear stand-by apparel after normal duty hours as determined by the IFC. Such stand-by uniforms shall be standardized within the flight and shall be constructed of inherently flame-resistant fibers (100% cotton; Nomex/Aramid blends, for example). Any changes in working conditions for BUEs shall be negotiated between the IFC and the local union.

5. If a dress uniform is required and not provided by the government, the clothing allowance will be sufficient to cover the cost of the purchase of that uniform.

6. Current employees will not have existing tattoos serve as a basis for removal from positions, but will cover any non-compliant tattoos or body art, as defined in paragraph 3.9.2, so it is not visible when in uniform. Employees hired after the signature date of this MOA will comply with the AFI's provisions on tattoos and other body art.

7. Employees may have facial hair so long as it is neatly trimmed and does not come between the sealing surface of the self-contained breathing apparatus face piece and the face or otherwise interfere with the operation or use of safety equipment. Hair (to include braids/dreadlocks) must be clean and neat in appearance and must not extend below the bottom edge of the collar when the uniform shirt is buttoned.

8. To ensure a professional image, employees must keep uniforms neat, clean, pressed, serviceable and presentable at all times. Employees will not wear faded, frayed or torn uniforms. When uniforms are damaged (torn, frayed, burned, etc.) as a result of FES operations, when allowed by 10 USC 1593, management will provide the employee sufficient funds to replace the damaged clothing to ensure compliance with uniform standards.

9. Any local impacts not covered by this MOA will be bargained locally.

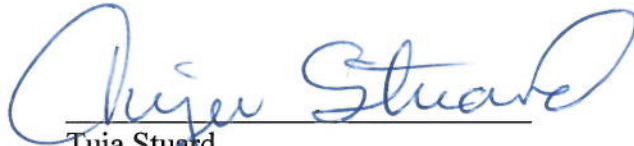
10. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the parties if concerns cannot be cooperatively resolved.

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