

MEMORANDUM OF AGREEMENT (MOA)

17 AUG 2016

ON

Air Force Life Cycle Management Center (AFLCMC)
Unit Manning Document Restructure

References:

- A. AFLCMC UMD Restructure, Briefing to the Union dated 15 June 2016
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 organizational restructuring in the Air Force Life Cycle Management Center (AFLCMC) as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
 2. AFLCMC is undertaking a UMD organizational restructure to align personnel within functional areas to enable the organization to better meet mission requirements.
 3. This change is expected to have minimal impact on bargaining unit employees (BUEs).
 - a. No BUE positions are anticipated to be eliminated in connection with implementing this initiative. In the event that a BUE position is determined to be eliminated in connection with this initiative the Local Union will be notified and management will adhere to applicable provisions of the MLA, and displaced BUEs will be afforded placement opportunities to the extent provided by the DoD Program for Stability of Civilian Employment.
 - b. Employees will retain their current grade and series. In the unforeseen event of a change to BUE grade or series, management will adhere to the provisions of Article 12 (Merit Promotion), Article 13 (Temporary Promotion), Article 14 (Repromotion of Downgraded Employees) and Article 38 (Reassignment to Bargaining Unit Positions) of the MLA.
 - c. It is anticipated that, with rare exception, BUEs will continue performing their current duties under the same supervisor. In the event that a change in supervisor is required as a result of this initiative management will adhere to the provisions of Article 38 of the MLA as applicable.
 - d. BUE office designations may change, and, in rare cases, supervisory chain of command may change. In the unforeseen event of a change in working conditions as a result of a change in supervisory chain of command management will adhere to applicable provisions of the MLA.
 - e. No change in physical environment or location is planned or anticipated. In the event that a change in physical environment or location occurs in connection with this initiative management will follow the provisions of Article 33 of the MLA as applicable.
 - f. There are no plans to create or fill true vacancies through implementation of this initiative. In the unforeseen event true vacancies are created and filled, management will adhere, as

required, to the provisions of Article 38 of the MLA for fill by reassignment, and to provisions of Article 12 (Merit Promotion) and Article 13 (Temporary Promotion), as applicable, for fill by promotion.

4. AFLCMC/DPP will provide the local Union President at affected bases information regarding restructuring of the AFLCMC UMD, as applicable to the local base. The information will be provided through the local servicing Labor Relations Officer, within 21 calendar days of effecting the restructured UMD, and will include:

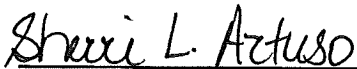
- a. All affected bargaining unit positions and their office symbols
- b. Identification of incumbents of these positions (if available)
- c. Organizational charts or pyramid diagrams
- d. Any changes in physical environment or location, if applicable
- e. If requested by the Local Union President, management will provide a briefing on the local changes.


5. Implementation of AFLCMC's UMD Restructure initiative may proceed without delay upon execution of this agreement. Local negotiations of any bargainable impacts, as applicable, will proceed in accordance with Article 33 of the MLA and will be bargained locally. Any issues that cannot be resolved at the local (installation) level will be resolved by the parties at Command level.

6. 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/Date

For the Union/Date


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