

JUN 07 2012

MEMORANDUM OF AGREEMENT

On

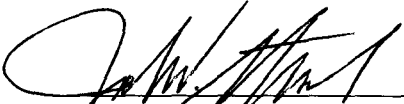
AFMC Center Reorganization and Downsizing 2012

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 reorganization as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. This agreement deals with AFMC efficiency initiatives targeted for implementation October 2012. Driven by the Office of Secretary of Defense (OSD) Resource Management Decision 703 (RMD 703), AFMC has committed to a range of streamlining and right-sizing efforts that will cut an estimated 16,500 civilian positions overall. These efforts include the AFMC Center Reorganization and the Global Base Services (Global BS) transformation. The Center Reorganization will consolidate AFMC Centers from ten to five. Five "lead" Centers will represent AFMC's five mission areas as follows:
 - a. Air Force Life Cycle Management Center – will represent the acquisition mission. Headquartered at Wright Patterson AFB, it will consolidate oversight of missions performed by Aeronautical Systems Center (Wright Pat), Electronic Systems Center (Hanscom), and Air Armament Center (Eglin).
 - b. Air Force Sustainment Center – will represent the sustainment mission. Headquartered at Tinker AFB, it will consolidate oversight of the missions performed by the three Air Logistics Centers: OC-ALC (Tinker), OO-ALC (Hill), and WR-ALC (Robins). The three ALCs will continue to operate as subordinate organizations called "Air Logistics Complexes."
 - c. Air Force Test Center – will represent the test mission. Headquartered at Edwards AFB, it will consolidate oversight of missions performed at the Air Force Flight Test Center (Edwards), the 46th Test Wing (Eglin) and Engineering and Development Center (Arnold).
 - d. Air Force Research Laboratory – will continue to represent the science, technology, research and development mission, and will remain headquartered at Wright Patterson AFB.
 - e. Air Force Nuclear Weapons Center – will continue to represent the nuclear support mission, and will remain headquartered at Kirtland AFB.
3. The Center Reorganization will not change union representation. Issues affecting a single installation will be negotiated at installation level with the corresponding local union(s). Issues affecting more than one installation will be negotiated at Command

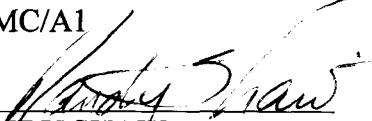
level with AFGE Council 214. This includes policies developed by any of the new "lead" Centers.

4. The Center Reorganization will not alter the intended MLA use of the term "Activity." The terms "Activity" or "Activity Level" refer to the installation, base or local level.
5. When local labor/management forums (partnerships councils) are established at the Installation level, the Complex Commander or designee will be a member of the local partnership council. The reference to "Center Commander" in Section 28.05.b.(1) is the Installation Commander, but the meeting may include the highest ranking AFMC Commander on the installation such as the Complex Commander.
6. In reference to MLA Section 6.05.c., when timeliness issues need addressed associated with grievance decisions at Step II of the negotiated grievance procedure, the "Command Section" of the organization where the grievance exists is equivalent to the "Center Command Section" for the purposes of conducting a meeting. In addition, a "Command Section Official" from the organization "Command Section" where the grievance exists may serve as the equivalent to the "Center Command Section Official" as referenced in the MLA.
7. RIF mitigating actions shall be or have been carried out at each installation in accordance with locally negotiated agreements. This includes VERA/VSIP actions, internal priority placements, and surplus placement procedures.
8. Plans will continue to be refined in the months ahead. As new organizational structures, their composition, relationships, and reporting are further defined, employee impacts will be better known. Management will engage the Union in pre-decisional involvement at all stages in this process. Numerous reassignments are bound to occur, even if a RIF is avoided. Management will work with the local union to manage these moves with fairness, considering principles such as seniority and employee preference.
9. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the parties if concerns cannot be cooperatively resolved.

FOR MANAGEMENT

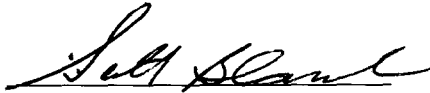


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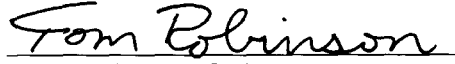


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