

MEMORANDUM OF AGREEMENT (MOA)

ON

AFSC Air Logistics Complex (ALC) Staff Standardization


1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC) hereinafter referred to as the Union and Management, enter into this Memorandum of Agreement regarding the AFSC/ALC standardization initiative as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties. The standardization effort will be accomplished in two phases, 1st) - *Alignment* and 2nd) – *Refinement*.
2. This MOA is applicable only to implementation of the *Alignment* phase of the standardization effort. This phase entails aligning the ALC overhead and staff functions into common organizational structures across AFSC, and defining standardized functional program assignments within these areas.
3. Management will make every effort to minimize impact during the *Alignment* phase to bargaining unit employees, and agrees the use of pre-decisional involvement with union representatives will facilitate the second phase, *Refinement*.
4. To effectively utilize PDI, the Presidents of AGFE Locals 1592, 987 and 916 or designee will be included as team members in the standardization working groups during both phases of the initiative. Management will further provide periodic updates or as requested to the local presidents on standardization efforts that are specific to their Complexes, along with periodic updates to AFGE Council 214.
5. The parties agree an effective communication plan; to include base newspaper articles, electronic messaging and town hall meetings is necessary to obtain an effective implementation. Union input into newspaper articles will be solicited prior to publication. Management will ensure Local Presidents are notified prior to any town hall meetings.
6. Management agrees that any employees impacted by supervisory reassignments during the *Alignment* phase will be informed of the changes in advance. Management will ensure these employees are provided mid-term and/or close-out appraisals in accordance with AFI 36-1001 and the Master Labor Agreement. The parties further agree that should any supervisory reassignment result in changes to working conditions, these changes will be negotiated locally.

7. While this MOA is specific to the *Alignment* phase, the parties agree the following provisions will be incorporated in the *Refinement* MOA: the use of PDI, Local President Membership on working groups, and the communication plan.
8. 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/Date

For the Union/Date

 9/28/15

 9/28/15

Guia L Martinelli
HQ AFMC/A.I.K.L