


1 February 2008

MEMORANDUM OF AGREEMENT
On
Civil Engineering (CE) Squadron Reorganization


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 initiative as it applies to bargaining unit members covered by the Master Labor Agreement (MLA) between the parties.
2. This restructure is the last of five CE Transformation initiatives designed to meet the funding constraints of Program Budget Directive 720. The first four initiatives were implemented under the "CE Transformation" MOA, dated 6 November 2007. The squadron restructure will consolidate eight CE flights into seven. Affected bargaining unit employees (BUEs) will come from three abolished flights (Engineering, Environmental and Housing) and will be placed in two newly established flights (Programs and Asset Management). BUEs will retain their classification, grade and basic duties and will not suffer an adverse action as a result of this change. We anticipate some supervisor changes and physical moves. These and other employee impacts will be bargained locally.
3. Each affected base will provide the local union president with information regarding the transformation. The information will include all affected bargaining unit positions, incumbents of these positions (if available), and current office. Should the local union president request, organizational charts or pyramid diagrams will be provided. Any changes in physical environment or location will also be identified. If requested by the affected local union president, management will provide a briefing on the changes.
4. 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


FOR THE UNION




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