

APR 10 2013

MEMORANDUM OF AGREEMENT (MOA)
ON
Civil Engineer (CE) Transformation – Global Base Support


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 restructure as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. The CE Transformation initiative is designed to standardize the structure, composition, and function of CE Groups/Directorates across AFMC, with slight variations based on the non-standard organizations (organic/contract mix). The restructure will consolidate the seven existing CE flights into six. This will be accomplished by abolishing three flights (Resources, Programs, and Asset Management) and integrating their functions into two newly established flights (Installation Management and Engineering). This change is not designed to adversely impact the classification or grades of bargaining unit employees. Should any of the aforementioned adverse impacts arise; the impact and implementation will be bargained at Command level. Reassignments, changed supervisors, physical moves, and duty adjustments are anticipated. New core documents may be developed.
3. Prior to implementation, management at the local level will notify the union of planned changes, identifying the affected positions and employees and the impacts (reassignment, physical move, etc.) that will result. Management will afford the local union an opportunity to bargain the bargainable impacts in accordance with Article 33 of the MLA.
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 / Date



RANDY PARKER
HQ AFMC/A7R

For the Union / Date



TROY TINGEY
President
AFGE Council 214



KEISHA BARLOW
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TOM ROBINSON
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