

MEMORANDUM OF AGREEMENT
Prohibition on Cell Phone use while driving

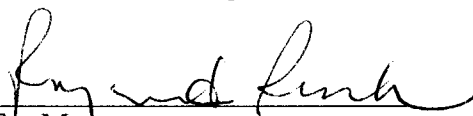
MAR 08 2006

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 the above matters as they apply to bargaining unit members covered by the Master Labor Agreement.

2. The parties recognize it is in the best safety interest of the workforce to implement a policy to prohibit the use of cell phones while driving on AFMC bases. In this regard:


- A) Management will publicize the policy in base newspapers two times before actual implementation. In addition, for employees who have computers at their work station, "pop-up" notification also will be used for a period of one week.
- B) It is not management's intent to confiscate the cell phones of employees who violate the prohibition of cell phone use while driving policy.
- C) Driving while talking on a cell phone without a hands free device falls under the "Other moving violations" listed in AFI 31-218(I), paragraph 5.3., table 5-2, page 23. Individuals who are in violation and receive citation will be assessed 3 points on their driving record. Persons whose driving privileges are suspended or revoked (for one violation or an accumulation of 12 traffic points within 12 consecutive months, or 18 traffic points within 24 consecutive months) will be notified in writing through official channels. It is understood that a violation of this policy in and of itself normally will not be a basis for disciplinary action. Management agrees that any disciplinary actions taken will be based on just cause and in accordance with applicable laws.
- D) When available, marquees may be used, and/or signs may be posted at entrance gates dependant upon resources and space for a period not to exceed 2 weeks.

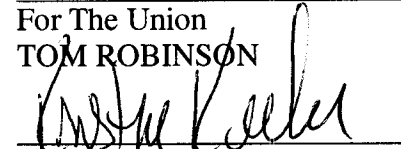
3. All remedies available under the Master Labor Agreement or 5 USC Chapter 71 are available to the parties if either party believes the other has failed to comply with any requirements of this memorandum of agreement.


For Management
RAYMOND RUSH


For Management
COL. CHERYL L. DOZIER


For Management
STEPHANIE PETERANGELO


For The Union
TOM ROBINSON


For The Union
KRISTINE KEELER