

OCT 09 2012

MEMORANDUM OF AGREEMENT

On

The 948th Supply Chain Management Group (SCMG) Restructure

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 (BUEs) covered by the Master Labor Agreement (MLA) between the parties.

2. The 948th SCMG restructure is designed to standardize supply chain management across three Air Force Sustainment Center bases (Hill, Robins, and Tinker) into functionally aligned geographically neutral units. Four of the seven squadrons previously reporting to the 948th SCMG will be "recycled" into the following functionally oriented organizations, with a presence at all three bases:

1. 406 SCMS – Supply plan operations (GUL office symbol) and tech data (GUE)
2. 418 SCMS – Supply chain management operations (GUB)
3. 420 SCMS – Demand and supply planning (GUN)
4. 429 SCMS – Sourcing operations (GUM)

The following two squadrons will have no change as a result of this restructure:

5. 430 SCMS – Foreign Military Sales (GUI)
6. 431 SCMS Workforce Development (GUM)

The last squadron will stand down:

7. 428 SCMS – Enterprise Planning.

3. The Union strongly supports the goals of this realignment and is willing to work with Management to meet its aggressive implementation schedule. The restructure will not result in any job cuts or grade/series changes, but approximately 100 BUEs will switch supervisors, 41 will physically move, and a number of employees currently doing a mix of duties will see their duties concentrated to fit their unit's functional alignment. Recognizing the affected AFGE locals are best suited to address individual employee impacts, this MOA immediately delegates bargaining of such to Local 916 for Tinker, Local 987 for Robins, and Local 1592 for Hill.

4. Bargaining notice concerning this restructure was delivered to C214 on 7 August 2012. This information will be provided by C214 to the local presidents and no further notice at the local level is required. A briefing was provided to C214 and the local presidents by 948th SCMG management via VTC on 20 Sep 12 and no further briefings to local presidents are required. If the local union president wishes to negotiate, the local union will submit written proposals to the activity labor relations officer within 10 workdays of the date of this MOA.

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A. AFGE C214 reserves the right to reopen this MOA to address any overarching issues that may arise (aside from employee impacts) which cannot be addressed at the local level. This opportunity will expire when local bargaining obligations have been met at all three bases.

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B. All remedies available under the MLA or 5 U.S.C. Chapter 71 will remain available to the Parties if concerns cannot be cooperatively resolved.

FOR MANAGEMENT

DATE

FOR THE UNION

DATE

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