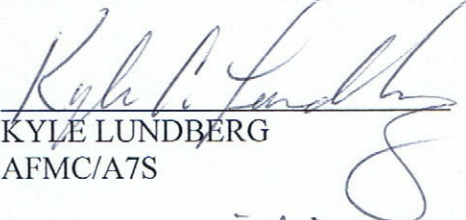


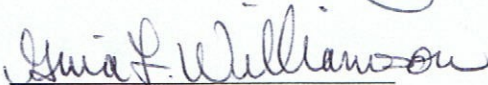
**MEMORANDUM OF AGREEMENT**  
**On**  
**Defense Biometric Identification System (DBIDS)**

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 system as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. The Air Force plans an upgrade to base entrance security procedures using a new personal identification system called DBIDS. Employee fingerprints will be uploaded into the system, validated against data on the common access card (CAC), and subsequently used to confirm the identity and status of employees at installation gate points. Under normal conditions, gate checks will continue to be based on an examination of the CAC identification card, except the card will also be scanned with a hand-held device to confirm the biometric information and the employee's permission to be on base. In years ahead, Air Force anticipates the capability to scan fingerprints directly under high security alert situations.
3. The DBIDS system will be phased in by base. Each base will first receive and install the necessary equipment. Employees will then be asked to produce their CAC identification cards for initial validation. This will be accomplished over a 9 month window at each base. Mobile units will visit the various work areas to make registration convenient. Employees will have multiple chances to have their CAC registered.
4. Significant gate delays are not anticipated. If use of DBIDS does result in significant gate delays, management agrees to take effective steps to reduce the delays. Bargaining obligations will be completed prior to implementing planned changes in gate operations. This will be accomplished at each installation as necessary.
5. The DBIDS system will be used strictly for security purposes. The DBIDS system will not be used as a time-keeping system. DBIDS biometric data will be protected from access by external wireless eavesdropping devices and guarded securely from internet snooping.
6. Employees of the Union who are not Air Force employees will be provided entry to on-base worksites in accordance with appropriate policies, procedures and applicable union agreements (MOAs). Eligible long-term employees of the Union with the necessary approvals will be provided a DBIDS card in accordance with base policy. DBIDS cards may be issued for one year and may be renewed with verification of continued eligibility and the necessary approvals. If the non-AF Union employee terminates employment with the Union for any reason, the Union will ensure the proper notifications are made to cancel the DBIDS card.


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

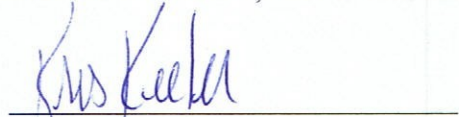
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