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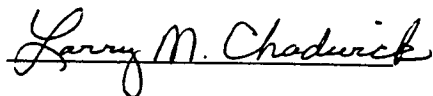
Memorandum of Agreement  
DEPOT REPAIR ENHANCEMENT PROGRAM (DREP) DEPLOYMENT  
9 September 1997

1. This Memorandum of Agreement (MOA) is made between the Air Force Material Command (AFMC) Lean Logistics Division (LGL) and the American Federation of Government Employees (AFGE) Council 214. This agreement is applicable to the deployment of the Depot Repair Enhancement Program (DREP) business process by AFMC at each of the Air Logistics Centers (ALCs). The ultimate goal is for full implementation of the DREP business process at all AFMC organic commodity repair and contract repair activities for the purpose of improving the competitive posture with financially sound business practices while adhering to imposed budget constraints.
2. There are five significant areas of assessing issues which are key to full DREP deployment (defined as the use of the DREP (standard) suite of systems and processes in all organic commodities repair activities within an ALC: 1) policy, guidance and procedures; 2) human resources; 3) systems; 4) processes and; 5) system integration. In a DREP deployment assessment briefing presented to AFMC/CC on 14 Mar 97 issue and risk levels were defined and will serve as the baseline for monitoring the DREP deployment progress and risk assessment. Progress made will be briefed to the AFMC/LG, CC, and AFGE Council 214 monthly or on a mutually agreed upon schedule basis, to include those areas requiring resolution between AFMC/LGL and AFGE Council 214. All parties including AFGE & AFMC involved with DREP deployment will have access and input to these briefings which will be provided. The parties mutual goal is to provide an open forum for the "partnership" between AFMC/LGL and AFGE Council 214 to facilitate jointly agreed to resolutions of issues and ensure overall progress of the DREP business process with AFMC. No unreasonable or insupportable policies or actions will be implemented without prior mutually agreed to risk mitigation. Therefore conflicts of the business process or conflicts which impact on the working conditions of the bargaining unit employees beyond the capability for this "partnership" to solve shall be elevated to the next higher level of management and AFGE Council 214 for joint resolution and / or traditional bargaining.
3. AFMC management and AFGE Council 214 will also review DREP Quality Performance Measures (QPMs) desired direction. If these measures indicate the development of significant problems, management and AFGE will take action to investigate and determine causes. When business process changes require corrective actions, these actions will be jointly discussed and worked with AFGE representatives at the local and command levels to mutual agreement as expressed above in paragraph 2 of this Memorandum of Agreement.
4. Successful use of the integrated master DREP deployment schedule and QPMs as tools will facilitate visibility at all levels both at Command and locally. Issues not being resolved to the satisfaction of the two parties shall preclude those issues from being "completed" and they will remain in an "in progress" status, pending resolution as stated above between AFMC/LG and AFGE Council 214. AFGE will continue to be briefed QPMs at each ALC for a period of one year following initial deployment of the last shop.
5. By this agreement, all bargaining of local personnel issues is delegated to the local levels. Bargaining on personnel as well as further incremental expansion of the DREP process and suite of systems into organic commodities repair activities within a given ALC will be made in accordance with the Master

Labor Agreement (MLA) and local supplements.

6. All (systems data) daily time utilization records obtained through the use of the DREP standard suite of systems, e.g. ITS, or any other type of tracking system are to be used for tracking actual DREP unit cost, establish accurate operation time standards, and establish an acceptable audit record. Information provided by systems data will not be used by the agency for determining counseling, disciplinary actions or performance ratings. This disclaimer however does not preclude discipline for deliberate, knowledgeable and willful intent to falsify data information or cause system damage. The intent is to track assets, not employees.
7. When any local AFGE DREP representative ceases to be a liaison for DREP, the local delegation of authority to bargain for that given ALC will revert back to AFGE Council 214 which will then assume command negotiations. In the event Sacramento Air Logistics Center (SM-ALC) desires to expand DREP, Local 1857 at McClellan will be incorporated into this agreement and will also be authorized a liaison.
8. Unless the parties agree to interim agreements on Personnel Matrixing and coding of lower graded skills, as they pertain to DREP, matrixing and coding of lower graded skills will not be implemented until the bargaining obligation at the Command level has been fulfilled. Any DREP associated issues not specifically addressed in this MOA that impacts on the working conditions of bargaining unit employees will be negotiated at the AFMC Command/AFGE Council 214 level.
9. No rights of the employer, employees or the Union are waived by this agreement.

FOR AFMC/LGL:



Larry Chadwick  
Colonel, USAF  
AFMC/LGL

DATE: 15 Sep 97

FOR AFGE Council 214:



Jim Davis  
President  
AFGE Council 214

DATE: 9/12/97