

13 July 2007

**MEMORANDUM OF AGREEMENT (MOA)  
CONCERNING  
AIR FORCE INSTRUCTION (AFI) 21-101, DATED 29 JUNE 2006  
AND AFMC SUPPLEMENT 1 of 2007**

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 MOA regarding the subject instructions as they apply to bargaining unit employees in matters covered by the Master Labor Agreement (MLA) between the Parties.
2. This MOA implements both of the above named instructions in their entirety, subject to the provisions below. The single exception is Chapter 10B of the AFI, which shall not apply to bargaining unit members.
3. Any local supplementation of this AFI/AFMC Supplement must be accomplished in accordance with the MLA, Article 33, Section 33.03: Negotiations at Activity Level. Local unions will work collaboratively with the Wing Commander to develop and enforce local Operating Instructions.
4. The Parties have agreed to the following modifications of guidance contained in either the AFI or supplement or both:
  - a. AFI paragraph 1.6 – Managers and supervisors must create a climate that supports maintenance discipline as well as a culture that promotes it. Union and management will work together cooperatively, in accordance with MLA Article 10.
  - b. AFI paragraphs 1.16.1 and 1.35.1 – Restrictions on carrying cell phones, radios, etc. apply to all persons working in a high potential foreign object damage (FOD) area, including mechanics, inspectors and all other persons in the immediate area. High potential FOD areas include cockpits, flight controls, fuel cells and other areas identified by the FOD Prevention Committee. Disputes regarding what constitutes a "high potential" FOD area will be resolved by the FOD Prevention Committee. Devices prohibited from such areas may be stored in personal lockers or personal drawers. Prohibited items do not include boom boxes, stereos and other sizable devices that do not pose a FOD risk. Prohibited devices may be carried and used in the personal lock/drawer areas, rest areas and other areas sufficiently removed from the high-potential FOD area.
  - c. AFI paragraph 1.36 – It is management's intent to use assigned and qualified wage leaders to perform production acceptance certification duties to the largest extent practical. In other instances, journeyman level mechanics may perform these duties. If journeyman level mechanics are performing the full range of wage leader duties, they will be given credit in accordance with the MLA.

d. AFI paragraph 8.10 – When describing personal evaluations, the expression “over the shoulder” does not apply to bargaining unit employees.

e. AFI paragraph 8.32.2 – The Production Acceptance Certification Standard System (PACSS) contains personnel information that must be safeguarded from unauthorized disclosure. All normal privacy act and system security provisions required by AFMC, Air Force and higher authorities will be observed. Only the official supervisor and applicable designated PACSS system administrators in an employee's organizational chain will be able to view the Social Security Numbers (SSNs) contained in the data system. The PACSS system will not permit the printing of SSNs or any documents that show the SSNs of employees.

f. Supp paragraph 10.3.11.1 – Rag control procedures will be established at installation/wing level. Union locals shall be briefed and afforded the opportunity to bargain the bargainable aspects of these procedures.

g. AFI paragraph 10.4 and Supp paragraph 10.12 – The supervisor or designee (i.e. alternate supervisor or wage leader) will perform the inventory of a Consolidated Tool Kit (CTK) used by more than one individual.

h. AFI Table 14.1 – all references to military rank shall be read to include “or civilian equivalent.”

5. The Parties further agree that:

a. All time utilization records obtained through defense repair tracking systems are to be used for tracking actual unit cost, establishing accurate operation time standards and establishing 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 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.

b. Wherever within AFI 21-101 or the AFMC Supplement words such as "MAJCOM instructions", "MAJCOM supplements", "MAJCOM training", "MAJCOM instructions", "MAJCOM guidance", "MAJCOM procedures", "MAJCOM series", "AFMAN series", "AFMC series", "AF guidance", or "AFOSH STD series", or "AFCSM Series", or "AFSM series," or "local guidance", or similar wording is found, management upon the request of a bargaining unit member will provide in a timely fashion the particular applicable document

6. The Parties have agreed to additional modifications, which will be incorporated in the text of the AFI supplement. These modifications are documented in Attachment 1 of this agreement.

7. Upon implementation of this agreement, the following AFMC instructions/documents and their local supplements will be rescinded:

AFMCPD 21-1, Depot Maintenance Policy  
AFMCI 21-107, Tool and Equipment Management Program  
AFMCI 21-110, Depot Maintenance Tech Data and Work Control Docs  
AFMCI 21-115, Depot Maintenance Quality Assurance  
AFMCI 21-122, FOD & Dropped Object Prevention Program  
AFMCI 21-138, Depot Maintenance Management for Flight Test Operations  
AFMCI 21-139, Depot Maintenance Impoundment Procedures

8. Upon implementation of this agreement, the following MOAs will be rendered obsolete:

- a. MOA on Depot Repair Enhancement Program (DREP), dated 9 Sep 1997
- b. MOA on AFMC PD 21-1, AFMCI 21-110, and AFMCI 21-115, dated 22 Sep 1999
- c. MOA on AFMCI 21-108, dated 5 Apr 2000
- d. MOA on AFMCI 21-122, dated 26 Mar 2001
- e. MOA on AFMCI 21-107, dated 17 May 2001
- f. MOA on AFMCI 21-127, dated 30 May 2001
- g. MOA on AFMCI 21-132, dated 5 Jun 2001
- h. MOA on AFMCI 21-107 and AFMCI 21-122, dated 28 Jun 2001
- j. MOA on PAC Standard System, dated 17 Jan 2003
- k. MOA on AFMCI 21-115, dated 28 Jul 2004
- l. MOA on AFI 21-101 and AFMC Sup, dated 5 Dec 2004
- g. MOA on AFI 21-122, dated 24 May 2006

9. A copy of this MOA will be made available to all recipients of the AFMC Supplement.

10. All remedies available under the MLA or 5 U.S.C. Chapter 71 are available to the Parties if either party believes that the other has failed to comply with any of the requirements of this MOA.

FOR THE UNION

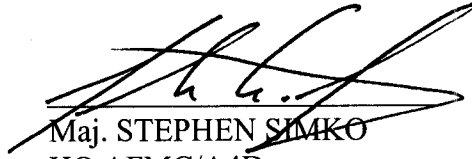
  
SCOTT BLANCH  
President, AFGE Council 214

FOR MANAGEMENT

  
Lt.Col. SAMUEL PINO  
HQ AFMC/A4Q



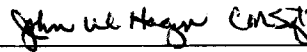
TROY TINGEY  
Logistics Center Representative,  
AFGE Council 214



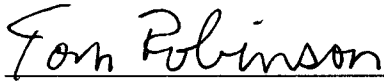
Maj. STEPHEN SIMKO  
HQ AFMC/A4D



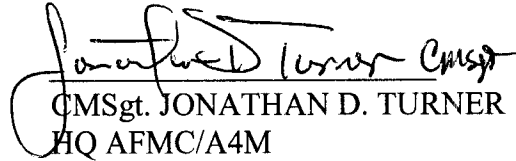
TERRY AYRES  
Test Center Representative,  
AFGE Council 214



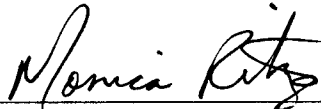
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MONICA RITZE  
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1 Attachment: Bargained Language to be incorporated in the Supplement