

AUG 20 2014

MEMORANDUM OF AGREEMENT (MOA)

Regarding

**Official time for pre-decisional involvement (PDI) of union representatives
In the expedited review and negotiation**

Of

**Air Force Sustainment Center (AFSC) Manual 21-102, "Depot Maintenance Manual"
Draft, dated August 2014**

- 1. This agreement is entered into by American Federation of Government Employees (AFGE) Council 214, hereafter referred to as the "Union" and the Air Force Materiel Command (AFMC), hereafter referred to as "Management" with regard to the development of subject manual as it affect bargaining unit members covered by the Master Labor Agreement (MLA).**
- 2. AFSC Manual (AFSCMAN) 21-102 contains detailed instructions for implementing Air Force Instruction (AFI) 21-102, "Depot Maintenance Management," dated 18 July 2012. The AFI is currently being bargained (i.e. not yet in effect). The AFI prescribes roles and responsibilities, while the AFSC manual elaborates the applicable procedures. Existing procedures are documented in the AFMC Supplement to AFI 21-101 (15 Nov 2011), implemented under the negotiated MOA of 3 Feb 2012. Traditionally, Command-level bargaining commences when an implementing directive is fully developed. In this case, the huge size of the draft manual (over 800 pages) recommends a pre-decisional involvement (PDI) approach. The Union is willing to review this manual before finalization. This approach embraces the PDI directive of Executive Order 13522 and will achieve the government service improvement goal of timelier implementation.**
- 3. The parties agree that, within one week of the signing of this agreement, the Union will provide AFMC/A1 the names of two depot maintenance representatives for each of the following three locals/bases: Local 916 (Tinker), Local 987 (Robins), and Local 1592 (Hill). These representatives will serve as the draft AFSCMAN review team. Each representative shall be granted up to 40 hours per week for up to three weeks to complete a review of the AFSCMAN and submit input to AFGE Council 214. The three weeks will start when the functional and the AFGE C-214 representative notify A1KL that they are ready for the field review (NLT 2 weeks after signing of this agreement). An additional 20 hours of official time may be authorized for one representative at each of the three bases to collaborate with C-214 over the following two weeks. AFGE Council 214 will provide a list of union interests within two weeks of the local review. These interests will provide a basis for interest based bargaining that will commence after completion of the AFSCMAN.**
- 4. The names of the union reviewers will be provided to AFMC/A1KL by AFGE Council 214 no later than one week from the date of this agreement. The AFMC LRO or his/her designee will advise the local LROs of the persons identified. The local LROs will arrange for release of the named employees for the specified amount of time authorized. In the event the mission may prohibit release, any denial will be coordinated through AFMC/A4.**

5. To expedite the overall process, local management will provide two hard-copies of the new draft AFSCMAN and the current AFMC supplement to each union Local before the review process begins.

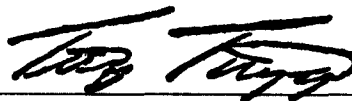
6. All remedies available under the MLA or 5 U.S.C. Chapter 71 will remain available to the Parties if concerns cannot be cooperatively resolved.

For Management / Date

For the Union/Date



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