

SEP 30 2011

MEMORANDUM OF AGREEMENT

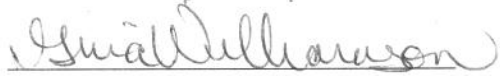
On

Mail Delivery Reduction

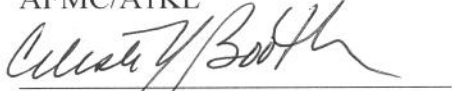
1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this Memorandum of Agreement regarding subject change in service as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. AFMC plans to reduce the frequency of mail delivery and pick-up to twice a week. The particular days will be staggered to allow a reduced crew to make two deliveries to each organization over the course of a five day workweek. The change is an AFMC Council approved cost cutting measure which will apply to offices at all levels, installation wide. The change in base mail service will not affect U.S. Postal Service (USPS) mail, which will continue to come in and go out of the installation's Office Mail Center as prescribed by USPS pick-up and delivery schedules, currently on a daily basis.
3. Base mail is a contracted operation at most bases except Robins and Hill. Where a loss of bargaining unit positions is anticipated, every effort will be made to place these individuals on firm positions at their current grade level.
4. The Parties agree that a reduction in mail delivery will not be allowed to affect time-sensitive union/management correspondence (e.g. bargaining, grievances, arbitrations). Where verifiable electronic means of communication (e.g. fax, email) or alternative means of same-day delivery are in practice, such means will continue to be used to meet established deadlines. Changes in electronic correspondence delivery methods are authorized for local negotiations.
5. Where the union maintains an on-base office, the local union and installation management will negotiate over which days of the week mail will be delivered. Where local agreements call for mail delivery more frequent than twice a week, the terms of those agreements will be honored until renegotiated locally.
6. Employees will not be penalized in any way, to include disciplinary or performance evaluation, for delays that result from reduced mail service.
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.

MOA between AFGE C214 and AFMC
Mail Delivery Reduction
Page 2

FOR MANAGEMENT



GINA WILLIAMSON
AFMC/A1KL

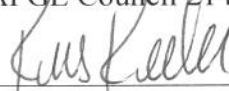


CELESTE BOOTH
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FOR THE UNION



TOM ROBINSON
AFGE Council 214



KRISTINE KEELER
AFGE Council 214