

MEMORANDUM OF AGREEMENT (MOA)

Concerning

30 APR 2019

**Use of Official Time by Designated Union  
Representatives to Review  
Air Force Instruction (AFI) 36-704, Discipline  
and Adverse Actions of Civilian Employees**

References:

A. AFI 36-704, Discipline and Adverse Actions of Civilian Employees dated 3 July 2018


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 instruction as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. AFI 36-704 (reference A) implements Title 5 United States Code, Chapters 43 and 75, and the implementing regulations in Title 5, Code of Federal Regulations, Part 752 by providing procedural guidance for taking disciplinary and adverse actions against certain civilian employees paid with appropriated funds. This AFI includes information regarding employees' right to representation, provide a response to proposed actions, and view supporting documentation, along with their rights to appeal decisions.
3. The parties agree that, within one week of the signing of this agreement, the Union will provide AFMC/A1KL the names of four employees to serve as Union reviewers. These reviewers will serve as the AFI review team. Each reviewer shall be granted up to 8 hours of official time over a period of two weeks to complete a review of the AFI and submit local input to AFGE C214.
4. Before the review begins AFMC will provide each Union reviewer one hard copy of the current AFI and one copy of the version dated 22 July 1994. The review will start when the AFGE C-214 representative notifies A1KL that they are ready for the field review (NLT 2 weeks after signing of this agreement).
5. Following the review, an additional 2 hours of official time will be authorized for each local reviewer to collaborate with AFGE Council 214 on the compilation of concerns. AFGE Council 214 will submit to AFMC a complete list of paragraphs at issue, union concerns, and interests to be bargained, not later than 7 business days following the final day of the final collaboration week, which will end no later than 5 weeks after the signing of this document.

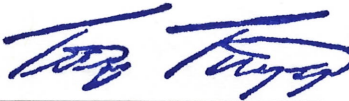
6. The local LROs will arrange for release of the employees for the specified amount of time authorized. In the event the mission may prohibit release, any denial will be coordinated through AFMC/A1KL or their designee.


7. 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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