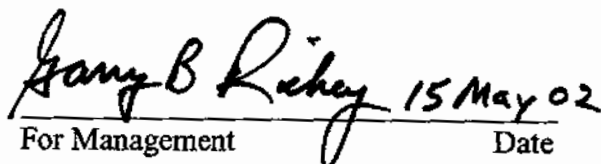
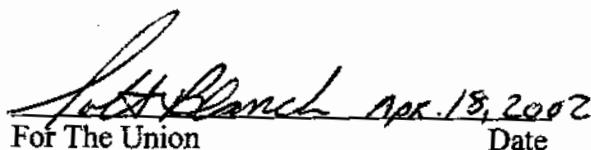


**MEMORANDUM OF AGREEMENT (MOA)
CONCERNING
COMMERCIAL SAFETY SHOE PURCHASE OPTION**

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 following matters as they apply to AFGE bargaining unit members covered by the Master Labor Agreement (MLA) between the Parties.
2. Authorized employees working in safety shoe designated areas have three options for obtaining safety shoes:
 - a. Custom orthopedic safety shoes will be paid in full by the government for valid and appropriate medical reasons in accordance with applicable regulations.
 - b. Standard government issued safety shoes from Base Supply's Individual Equipment Element (IEE) at no cost to the employee.
 - c. Safety shoes from an approved commercial source, with the employer paying the vendor no more than \$99.55. The employee will be responsible for paying the difference at the time of the purchase, if the cost of the shoe exceeds the current rate as stated. Annual cost adjustments for purchasing safety shoes will be included and will be based upon inflation factors from Air Staff/HQ AFMC for commodities.
3. Employees will be authorized two hours of administrative leave in order to purchase approved commercial safety shoes from an approved off-base vendor.
4. Supervisors will ensure that individual employee's safety shoes are unserviceable prior to approving a request for replacement issue.
5. All remedies available under the MLA or 5 U.S.C. Chapter 71 are available to the Parties if either party believes the other has failed to comply with any of the requirements of this MOA.


For Management Date 15 May 02


For The Union Date Apr. 18, 2002

MEMORANDUM OF AGREEMENT
ON
COMMERCIAL SAFETY SHOE PURCHASE OPTION

1. Authorized employees working in safety shoes designated areas will have three options for obtaining safety shoes.
 - a. Custom Orthopedic safety shoes will be paid in full by the Government for valid and appropriate medical reasons in accordance with applicable regulations.
 - b. Standard government issued safety shoes from the Individual Equipment Unit (IEU) at no cost to the employee.
 - c. Safety shoes from an approved commercial source with the employer paying the vendor no more than the current rate paid for Government issued shoes. The employee will be responsible for paying the difference at the time of the purchase, if the cost of the shoes exceed the current rate. Employees will be advised when the standard shoe issue price is adjusted.
2. Employees will be authorized two hours of administrative leave in order to purchase approved commercial safety shoes from an approved off base vendor.
3. ^{B.D. 20 MAY 93} ~~The employer agrees to develop a procedure whereby~~ ^{IF AVAILABLE, RR 20 May 93} approved vendors will be authorized to come on base and make approved commercial safety shoes available to eligible employees. Employees will be scheduled and allowed reasonable time to shop on base, if they so desire.
4. Supervisors will ensure that individual employee's safety shoes are unserviceable prior to approving a request for replacement issue.

Saul D. Galacio
For Council 214
20 May 1993

Raymond Lusk
For AFMC 20 May 93

VOID