

November 19, 2004

MEMORANDUM OF AGREEMENT
On
Manpower, Personnel Merger

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 the manpower, personnel merger as it applies to bargaining unit members covered by the Master Labor Agreement (MLA) between the parties.
2. The manpower, personnel functions will merge and realign under the mission support squadrons. The merger will provide cradle-to-grave processes for human resource management. Prior to implementing the merger, each affected base will provide a briefing to the local union in sufficient detail to cover the basic bargaining unit impacts involved. The merger does not aim to eliminate bargaining unit positions or adversely impact the grades of bargaining unit employees. The parties recognize the merger may require physical moves to new duty locations. Organization charts or pyramid diagrams otherwise developed will be provided the local union upon request. Should the local union wish to negotiate any bargainable issues related to the briefings, they will provide proposals within ten calendar days of the briefing consistent with Article 33 of the MLA. Any issues that cannot be resolved at the local level may be resolved by the Parties at the Command level if mutually agreed by said Parties.
3. In the spirit of partnership, the Union and Management agree to keep each other informed throughout the merger and to work together to address unforeseen issues that may arise during implementation or concerns over compliance with this MOA. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the Parties if concerns cannot be cooperatively resolved.

Thomas C Robinson 11/19/04
For the Union

For the Union

Randy Shaw 11/19/04
For Management

Arthur W Hoste 11/19/04
For Management