

MEMORANDUM OF AGREEMENT (MOA)

ON

DoDI1400.25V630_AFI 36-815, “Leave,” dated 14 November 2019

REFERENCES:

DoDI1400.25V630_Air Force Instruction (AFI) 36-815, Leave, dated 14 November 2019

(Supersedes “MOA dated 21 October 2019 on AFI 36-815, Absence and Leave, dated 8 July 2015 and Air Force Guidance to AFI 36-815, dated 3 August 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 MOA regarding the subject DoDI/AFI 36-815, “Leave” dated 14 Nov 19, as it applies to bargaining unit members covered by the Master Labor Agreement (MLA) between the Parties.
2. DoDI1400.25V630_AFI 36-815, “Leave,” dated 14 Nov 19, provides comprehensive guidance on leave procedures for Air Force personnel.
3. When any provision of this DoDI/AFI conflicts with the Master Labor Agreement (MLA), the MLA takes precedence. If a provision of this DoDI/AFI, which allegedly conflicts with the MLA is applied to a bargaining unit employee, the matter may be resolved in accordance the MLA.
4. Leave requests will be accomplished in accordance with the MLA.
5. The Air Force encourages its employees to volunteer as blood donors without compensation. Employees will be excused up to 4 hours for blood or blood product donations that do not result in the employee receiving compensation for the donation. Employees who volunteer but are rejected as donors for their visit must return to duty or if the volunteer chooses not to return to duty may request leave (e.g. annual leave/sick leave, etc. if applicable). Rejected donors will only be granted excused absence for the time actually missed. Actual time missed includes travel time to and from donation site.
6. Unless otherwise defined by law or specific regulatory provision, the meaning of the word “emergency” as contained in this DoDI/AFI is defined as “an unforeseen event.” Excused absence may be granted to employees to assist in emergency situations declared by, or requested from, authorized officials.

7. The Parties agree the Volunteer Leave Bank Program may be established. Local bargaining must take place prior to implementation.

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

FOR MANAGEMENT

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