

MEMORANDUM OF AGREEMENT

Between AFGE Local 3254 and Grissom Air Reserve Base

DISCONTINUOUS FURLOUGH FROM 26 APRIL 2013 to 30 SEPTEMBER 2013

The parties hereto agree that the current Labor Management Agreement (LMA) in place at Grissom Air Reserve Base Indiana, dated 16 December 2011 applies in all respects to this furlough. The parties agree that the following specifics will be adhered to:

1. Furlough (timecard code KE) begins for all GARB employees on the second week of Pay Period 10; all employees must take a minimum of 8 hours of furlough in this week. Beginning in Pay period 11, every employee must take a minimum of 16 hours of furlough each pay period until they reach a total of 176 hours total of furlough hours.
2. Employees may not voluntarily schedule furlough hours to create an entitlement to unemployment compensation. Employees understand that if they choose to schedule more than the minimum number of furlough hours, they are at risk of losing pay that they could have been entitled to if the furlough is lifted early.
3. Furlough hours will be scheduled and approved IAW Article 19 of the LMA. Employees will request their preferred furlough hours NLT 5 April 2013. Management will respond to furlough request in writing NLT 19 April 2013 resolving individual conflicts as needed.

4. As unforeseen circumstances may warrant changing scheduled or unscheduled furlough hours, these hours will be approved on a first come first served basis as the individual organization's needs allow.
5. If an employees work center changes during the furlough and there is a conflict with scheduled furlough hours, those conflicts will be settled by Service Computation Date (SCD)-Leave if it cannot otherwise be worked out.
6. Changes to work schedules will be IAW the current LMA Article 20. This furlough action is considered a bonafide personal hardship under 20.5.3 and employees may request work schedule changes as needed. Employees/Management must provide notification of work schedule changes at least one pay period in advance and approval will be based on operational needs as determined by the employer. This does not impact the shop process or timelines to request schedule changes.
7. All leave currently approved in accordance with the contract remains approved. Supervisors will schedule furlough contingent on already approved leave in the section. Any employee who chooses to substitute furlough hours for already approved leave has the responsibility to re-schedule or use the leave within 30 days of the change and prior to the end of the leave year in accordance with the provisions of the contract and AFI 36-815.
8. Employees may not perform any duty (ie. volunteer, earn credit) during hours designated as furlough hours. Furlough hours will not be scheduled on a federal holiday.

For Fire Department Shift Personnel Only:

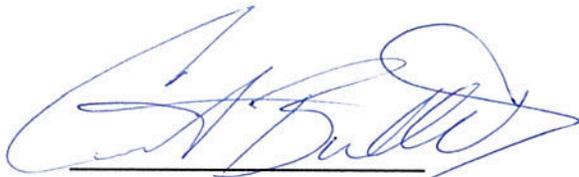
1. CEF shift employees will all be required to schedule 8 hours of furlough in PP 10 and 16 hours per pay period after that until the 176 total is reached.

They do have the option to substitute furlough for approved leave, in addition to this requirement.

2. Each pod will be split into Pod A and Pod B. Half of the Pod will be furloughed the day before their short two day break and the other half of the pod will be furloughed 9 days later within the same pay period. These two days will be selected by each individual in order by SCD-LV. Each firefighter will leave at 1545 hours the day of their furlough.

For Air Traffic Control Shift Personnel Only:

1. Employees will select furlough hours in SCD-LV seniority order by pay period. For the following pay period, the most senior goes to the bottom of the list and #2 becomes #1. This continues in the same manner for each successive pay period until all employees have reached 176 hours.



For AFGE Local 3254
Curtis Bullick, President
March 19, 2013



For Management
Richard M. Scully, CMSgt, USAFR
March 19, 2013