

MEMORANDUM OF UNDERSTANDING
BETWEEN
BROOKE ARMY MEDICAL CENTER
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, LOCAL 1004

SUBJECT: Official Time

1. Brooke Army Medical Center (hereinafter referred to as the "Employer"), and American Federation of Government Employees (AFGE), Local 1004 (hereinafter referred to as the "Union"), agree that the amount of official time will be:

- a. President – 100%
- b. Chief Steward – 100%
- c. Senior Steward – 80%

2. Union officials will continue to request leave and report time (payroll and DMHRSi) to the department to which they are assigned. Union officials on 100% official time will not receive performance evaluations.

3. This MOU will remain in effect for the life of the collective bargaining agreement (CBA) unless negotiations are requested by either party.

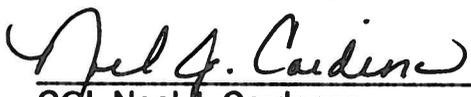
4. This MOU may be renegotiated, after the effective date of the MOU, upon request by either party for any reason, including change of Union officers. Subsequent negotiations will be in accordance with Article 6, Section 4.

5. The Union agrees it must maintain and present justification and documentation to be considered by management in renegotiations of MOUs.

6. This MOU supersedes the MOU, dated 19 November 1999 regarding official time.

FOR THE EMPLOYER:

FOR THE UNION:



COL Noel J. Cardenas
Deputy Commander for Administration, BAMC



MILDRED I. "Mikki" LUGO
President, AFGE Local 1004

Date: 4 March 2013

Date: 26 Feb 2013