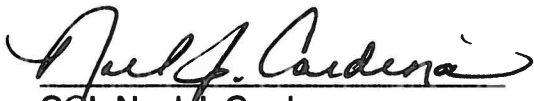


MEMORANDUM OF UNDERSTANDING
BETWEEN
BROOKE ARMY MEDICAL CENTER
AND
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, LOCAL 1033

SUBJECT: Official Time

1. Brooke Army Medical Center (hereinafter referred to as the "Employer"), and American Federation of Government Employees (AFGE), Local 1033 (hereinafter referred to as the "Union"), agree that the amount of official time will be:
 - a. President – 60%
 - b. Chief Steward – 60%
 - c. Vice President – 40%
 - d. Treasurer – Two (2) days per month
 - e. Senior Steward – 40%
2. Union officials will continue to request leave and report time (payroll and DMHRSi) to the department to which they are assigned.
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 6-4 of the collective bargaining agreement between BAMC and AFGE Local 1033, dated 27 February 2002.
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 20 October 2006 regarding official time.

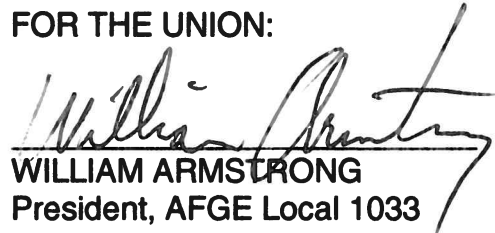
FOR THE EMPLOYER:



COL Noel J. Cardenas
Deputy Commander for Administration, BAMC

Date: 14 May 2013

FOR THE UNION:



WILLIAM ARMSTRONG
President, AFGE Local 1033

Date: 5/10/13