

Memorandum of Agreement

Between

U.S. Army Dental Activity, JBSA Fort Sam Houston, Texas

And

American Federation of Government Employees (AFGE), Local 1004 (U.S. Army Dental Activity)

The U.S. Army Dental Activity, JBSA Fort Sam Houston, Texas (hereinafter referred to as "Employer"), and the American Federation of Government Employees (AFGE), Local 1004, U.S. Army Dental Activity, JBSA Fort Sam Houston, Texas (hereinafter referred to as the "Union") have negotiated the following changes to the existing labor agreement, which has an effective date of 10 October 2003.

a. Based upon current mission requirements associated with the First Term Dental Readiness (FTDR), the provisions of Article 21, Hours of Work, relating to Alternate Work Schedules for all entities of the U.S. Army Dental Activity, JBSA Sam Houston Texas are hereby reinstated and the provisions of the labor agreement are reinstated with the exception of the following:

(1) Section 21-12 a.(1) line 5. Add "This schedule will observe a 30 minute lunch period from 1100-1130".

(2) Section 21-12 d.(1) Delete all and replace with: "This schedule will observe a 30 minute lunch period from 1100-1130".

(3) Section 21-12 d.(2) Delete this paragraph.

(4) Replace the table with:

Hospital Dental Clinic

WEEK	MON	TUE	WED	THUR	FRI
1	9	9	Team A – Off Team B - 8	9	9
2	9	9	Team A – 8 Team B - Off	9	9

(5) Section 21-13 a. Replace "one hour lunch period scheduled from 1100-1200" with "30 minute lunch period from 1100 – 1130"

(6) Section 21-13 a. (5) Delete "or eight and one half hours, Monday through Thursday and six hours on Friday if assigned to the Oral Maxillofacial Surgery Hospital Dental Clinic."

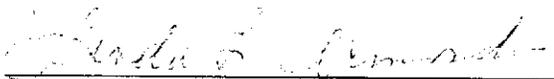
b. The U.S. Army Dental Activity, Fort Sam Houston, Texas Awards Policy Memorandum, MCDS-NK-CO, dated 10 April 2013, Subject: Command Policy on Civilian Incentive Awards, is agreed to, and will be used until such time as it may need to be renegotiated. A copy of this policy is attached to this MOA for reference. The policy dated 24 January 2005 is hereby rescinded. If this policy needs to be renegotiated, the Union will be provided written notice and provided the opportunity to bargain over the change. Additional guidance on incentive awards may be found in Article 27, Incentive Awards, of the current labor agreement.

c. Hours of operation of the various clinics of the Fort Sam Houston Dental Activity as follows:

- (1) Budge – 0600-1100, 1130-1530, Monday through Friday
- (2) Rhoades – 0600-1100, 1130-1530, Monday through Friday
- (3) Hospital - 0700 – 1100, 1130 – 1630, Monday through Friday

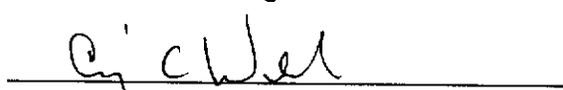
Implementation date: 1 May 2013.

For AFGE Local 1004
Linda L. Armondo
AFGE Local 1004 Elected Official



Date: 10 Apr 2013

For Fort Sam Houston Dental Activity
Craig C. Willard
COL, Commanding



Date: 10 Apr 2013