

MEMORANDUM OF AGREEMENT

BETWEEN THE

UNITED STATES ARMY DENTAL HEALTH ACTIVITY, JOINT BASE SAN ANTONIO,
FORT SAM HOUSTON

AND

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, LOCAL 1004 UNITED
STATE ARMY DENTAL HEALTH ACTIVITY, FORT SAM HOUSTON

The United States Army (USA) Dental Health Activity (DENTAC), Joint Base San Antonio (JBSA), Fort Sam Houston, Texas (hereinafter referred to as the "Employer"), and American Federation of Government Employees (AFGE), Local 1004, U.S. Army DENTAC, 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 within the USA DENTAC, the provisions of Article 21, Hours of Work, relating to Compressed Work Schedule for all entities of the JBSA, Fort Sam Houston, Texas DENTAC are hereby suspended, effective 1 October 2016, based upon mutual agreement of the parties. Should the situation change that would allow the reinstatement of the CWS, the current provisions of the labor agreement will be reinstated.
- B. In exchange for the suspension of the Compressed Work Schedule provisions of this article, the parties hereby agree to:
 - (1) The USA DENTAC, JBSA Fort Sam Houston, Texas Awards Policy Memorandum, MCDS-NK-CO, dated 1 October 2016, Subject: Command Policy on Civilian Incentive Awards, is agreed to, and will be used until such time as it may need to be renegotiated. If that should occur, the Union will be provided written notice and provided the opportunity to bargain over the change. A copy of this policy is attached to this memorandum of agreement for reference. Additional guidance on incentive awards may be found in Article 27, Incentive Awards, of the current labor agreement.

(2) Hours of operations of various clinics of the USA DENTAC JBSA Fort Sam Houston are as follows:

BUDGE DC: 0600-1530, Monday-Friday

RHOADES DC: 0600-1530, Monday-Friday

BAMC OMFS: 0630-1600, Monday-Friday



TOMMIE LeNOIR JR.
CHIEF STEWARD
AFGE LOCAL 1004, USA DENTAC

DATE: 2 Nov 16



STEFAN S. OLPINSKI
COL, DC
Commanding

DATE: 02 NOV 16