

FROM :

FAX NO. : 999233548

Oct. 28 2005 11:06AM P7

FROM : AFGE LOCAL 2904

FAX NO. : 818 926-1313

Oct. 28 2005 10:09AM P7

FROM : AFGE LOCAL 2904

FAX NO. : 818 926-1313

Oct. 28 2005 03:16PM P7

## MEMORANDUM OF AGREEMENT

The Defense Finance and Accounting Service

- And -

The American Federation of Government Employees, Council 171

On April 28, 2002, the Federal Labor Relations Authority issued the Certification of Consolidation of Units for the bargaining units identified in Case No. WA-RP-01-0021 (see attached). In order to allow for effective and efficient dealings pending the negotiation of a national collective bargaining agreement, the parties agree to the following as an interim measure to identify/clarify the appropriate bargaining level (national or local):

### National-Level Bargaining:

- Any issue that affects more than one local.
- Pilots or Prototypes where the pilot or prototype may be expanded agency, business line, or product line wide, or more than one site within a business or product line.

### Pilot or Prototype Example(s):

National-Level Bargaining: EDM; multiple site implementation plan.  
Local Bargaining: CR Rock Island Prototype because expanded implementation was not pre-determined.

### Local Bargaining:

- Site specific issues will be negotiated at the local/site level between local parties consistent with the contractual arrangements currently in effect. Locally negotiated arrangements can not conflict with national or multi-unit agreements.
- It is also understood that local Union officials may delegate authority on local issues, as they deem appropriate.
- Any disputes resulting from this agreement regarding the level of bargaining will be referred to DFAS Arlington, Labor Relations and the President of

FROM :

FAX NO. : 999233548

Oct. 20 2005 11:07AM PB

FROM : AFGE LOCAL 2904

FAX NO. : 818 926-1313

Oct. 20 2005 10:13AM TO

FROM : AFGE LOCAL 2904

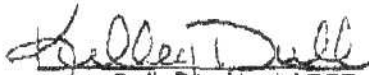
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**AFGE Council 171 for joint resolution. Absent mutual agreement, implementation will not occur until the statutory and contractual bargaining obligations have been met.**

In order to facilitate consistency, copies of any local party's proposals to make changes on matters affecting working conditions, personnel policies, practices, or conditions of employment, or to bargain over such changes, will be forwarded to the DFAS Arlington Labor Relations Office and the President of AFGE Council 171. This is for information purposes only. This information gathering process will not affect the party's obligation to bargain local issues, nor will it impede or delay local bargaining.

The terms of this agreement are effective from the date of signature, until superseded by a national collective bargaining agreement.

  
Kelley Dull, President AFGE  
Council 171

12-20-02  
Date

  
Darryl Roberts, DFAS Labor  
Relations Officer

12-20-02  
Date