

Summary of changes between the Labor Management Agreement dated 22 May 2011 to the Labor Management Agreement dated 15 October 2016

1. Article 2 grammatical error in 2-6.
2. Article 3 add Bargaining before technicians in 3-4
 - a. Justification: Department of Civilian Personnel Advisory Services (DCPAS) wanted to ensure that our employees were aware that the Labor Management Agreement (LMA) was only applicable to Bargaining Unit Technicians or those eligible to be a member.
3. Article 11 change NGB Form 904-1 to MONG Form 904-1
 - a. Justification: The NGB Form 904-1 is obsolete. In order to cut down on training time a Missouri National Guard Form was created that was identical to the original NGB Form and the process for utilization remains the same.
4. Article 12 change to 12-5 B) 3) A lunch period of twenty minutes or less which may be counted as time worked for which compensation is allowed. Where such an on-the-job lunch period is in effect, technicians must spend the time in close proximity to their workstations and must be available for work.
 - a. Changed to read: When done in accordance with law a lunch period of 20 minutes or less may be counted as time worked.
 - b. Justification: DCPAS found the original verbiage did not meet the requirement that employees perform work during a paid lunch period.
5. Article 15 change to 15-4 C) The Employer will provide uniforms (A2CU or equivalent) manufactured with non-static producing materials, to all employees and officers, who perform tasks that require these special uniforms by regulations or technical guidance.
 - a. Add: "and the FREE system for cold weather refueling, recover and launch operations" prior to "or equivalent"
 - b. Justification: At the request of the Labor Organization for clarification on uniform guidance.
6. Article 18 change to 18-2 A) 4) The technician, if unable to respond, will not be subject to administrative discipline.
 - a. Change to read: A technician may be excused from being on call only when receiving prior approval by their employer.
 - b. Justification: DCPAS found that prior language limited management's right to assign work.
7. Article 19 change to 19-2 Technicians may, from time to time, be required to perform duties other than those reflected as principal duties of the PD. Consequently, some PDs may contain the statement, "performs other duties as assigned". Generally, such tasks are related to the PD, however in some cases duties may not be directly related to PD. Every effort will be made to assign work appropriate to the employee's classification. When a technician believes that other duties and responsibilities performed are significantly different from the PD, the technician may request a review and the supervisor will review the PD for title, series, and grade.
 - a. Change to read: Technicians may, from time to time, be required to perform duties other than those reflected as principal duties of the PD. Consequently, some PDs may contain the statement, "performs other duties as assigned". Generally, such tasks are related to the PD, however assigned duties may not be directly related to PD. Every effort will be made to assign work appropriate to the employee's classification. When a technician believes that other duties and responsibilities performed are significantly different from the assigned PD and they are performed on a regular basis, the technician may request that those duties be added to his/her PD.

- b. Justification: DCPAS found original verbiage limited management's right to assign work.
- 8. Article 20 add additional verbiage to 20-9 If the technician selection was not chosen from Category 1, at the Labor Organizations request, written justification will be provided regarding why the selection did not come from Category 1.
 - a. Justification: To ensure it is in writing on the appropriate process to request justification of selection from a selecting supervisor.
- 9. Article 20 add verbiage to 20-16 A) The Selecting Official may allow Subject Matter Experts (SME), outside the unit, to attend the hiring board but will not have voting rights on the hiring selection. SMEs may express their view of the candidate after each interview, but must be excused from the hiring board while hiring selections are being discussed or being made. SMEs will be selected and determined by the selecting supervisor.
 - a. Justification: At the request of the Labor Organization to ensure guidance is clear on allowing SMEs to participate on hiring boards.
- 10. Article 24 change to 24-3 B) 1) Management may consider the employee's self-certification as to the reason for his absence as administrative acceptable evidence, regardless of the duration of the absence. Management has the discretion, under 5 C.F.R. 630.405(a) to require medical documentation when necessary. Absences defined in 5 C.F.R. 630.401(a) may require a medical certificate in absences in excess of 3 workdays, or for a lesser period when the agency determines it is necessary. Management agrees to give the employee advance notice that medical documentation is required for a period of less than 3 days.
 - a. Changed to read: Management may consider the employee's self-certification as to the reason for his absence as administrative acceptable evidence, regardless of the duration of the absence. Management has the discretion, under 5 C.F.R. 630.405(a) to require medical documentation when necessary. When management determines that medical documentation is required to approve requested sick leave it will notify the employee in writing of the requirement. The notification should describe what medical documentation is acceptable and provide the reason the medical documents are required. The preceding sentence is not meant to restrict the employer's right to require medical documentation when justified but to help prevent harassment or discrimination in the employer's enforcement of sick leave regulations.
 - b. Justification: DCPAS found that limiting the request to 3 days violated management's right to request medical documentation.
- 11. Article 24 grammatical error in 24-3 B) 2)
- 12. Article 27 change NGB Form 904-1 to MONG Form 904-1
- 13. Article 22 add 33-10
 - a. One parking spot shall be reserved for Union Presidents at the following location Ike Skelton Training Site, St. Joseph-Rosecrans, Jefferson Barracks and Whiteman AFB
 - b. One desirable parking spot shall be reserved for union officials at the following locations which have reserved supervisor parking: TASMG/Springfield, CSMS, FMS and Flight Facilities
 - c. Should the Show-Me Army Chapter President position change to a different area of the state, the parties agree to meet, confer and negotiate, if necessary, concerning parking spaces.