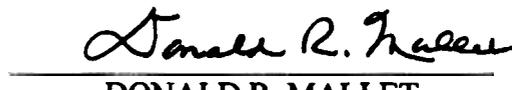


MEMORANDUM OF AGREEMENT

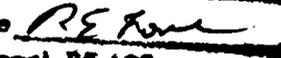
SUBJECT: Grievance Processing Procedures for Bargaining Unit Employees Occupying Police Officer, GS-0083 Positions

1. This memorandum of agreement serves to provide notice that the Parties, known as the Union and the Agency, hereby invoke the provisions set forth in the Negotiated Agreement between Fort Polk and NAGE Local R5-168, Article XXXVI, for the processing of employee grievances for the newly formed unit of Police Officers.
2. This Memorandum of Agreement between the Parties will remain in effect until the Negotiated Agreement between the Agency and the Union for the newly formed unit of Police Officers is finalized.
3. This action is taken with the concurrence of Mr. David Helmer, HQDA, Labor Representative.


ROBERT E. LOVE
NAGE Local R5-168 President


DONALD R. MALLET
Director, Civilian Personnel
Advisory Center

This is to certify that I have received the original of this document on 24 Feb 05

Signature 
NAGE, Local R5-168

MEMORANDUM OF AGREEMENT

SUBJECT: Matters Appropriate for Consultation and Negotiation, Procedure for Requesting Annual Leave, Procedure for Requesting Sick Leave and Dues Withholding Articles for Bargaining Unit Employees Occupying Police Officer, GS-0083 Positions

1. This memorandum of agreement serves to provide notice that the Parties, known as the Union and the Agency, hereby agree to the following:

a. To adopt the provisions set forth in the Negotiated Agreement between Fort Polk and NAGE Local R5-168, Article XI, Matters Appropriate for Consultation and Negotiation, with the following amendment to Section 1.a. to read:

Mid-Term Bargaining. All negotiations which take place during the life of the Agreement concerning Employer proposed changes to conditions of employment for employees occupying Police Officer, GS-0083 positions not covered by the terms of this Agreement; or conditions of employment covered by the Agreement pursuant to Article L, Duration and Review. (Negotiable changes in conditions of employment.)

b. To adopt the provisions set forth in the Negotiated Agreement between Fort Polk and NAGE Local R5-168, Article XI, Matters Appropriate for Consultation and Negotiation, with the following amendment to Section 1.c. to read:

Substantial Impact. Substantial impact is defined as a change in a condition of employment affecting all bargaining unit employees occupying Police Officer, GS-0083 positions.

c. To adopt the provisions set forth in the Negotiated Agreement between Fort Polk and NAGE Local R5-168, Article XVII, Annual Leave, with the following amendment to Section 5 to read:

Procedure for Requesting Annual Leave. Requests for unscheduled annual leave will be held to a minimum to prevent disruption to work schedules. When unforeseen circumstances of sufficient gravity necessitate an employee's absence from duty the employee must contact the shift supervisor (or designee in their absence), in person or by phone as soon as possible, but no later than (1) one hour prior to the start of the employee's tour of duty. Other emergency situations which allow less than 1 hour notification will be evaluated on a case-by-case basis. The employee will inform the shift supervisor or designee of the reason for and the anticipated extent of the absence. The appropriate shift supervisor or the person designated to act in their absence will approve or disapprove the leave at the time of the call. When the absence will extend beyond the anticipated period, the employee will promptly notify the shift supervisor or designee.

PECP-SCR-M

8 June 2005

SUBJECT: Matters Appropriate for Consultation and Negotiation, Procedure for Requesting Annual Leave, Procedure for Requesting Sick Leave and Dues Withholding Articles for Bargaining Unit Employees Occupying Police Officer, GS-0083 Positions

d. To adopt the provisions set forth in the Negotiated Agreement between Fort Polk and NAGE Local R5-168, Article XVIII, Sick Leave, with the following amendment to Section 2.a. to read:

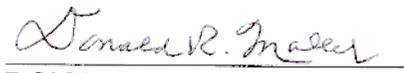
Procedure for Requesting Sick Leave. An employee seeking unscheduled sick leave will personally notify and speak to a shift supervisor (or designee in their absence), no later than (1) one hour prior to the start of the employee's tour of duty, except where circumstances beyond the control of the employee precludes the contact. The employee will inform the shift supervisor or designee of the reason for and the anticipated period of absence. Unless there is reason to doubt that the absence may not be a proper charge to sick leave, approval of the absence should be given at the time of notification. When the absence will extend beyond the anticipated period, the employee will promptly notify the shift supervisor or designee.

e. To adopt the provisions set forth in the Negotiated Agreement between Fort Polk and NAGE Local R5-168, Article XXXV, Dues Withholding, for the processing of dues withholding for the newly formed unit of Police Officers.

2. This Memorandum of Agreement between the Parties will remain in effect until the Negotiated Agreement between the Agency and the Union for the newly formed unit of Police Officers is finalized, which will include the provisions of this agreement.


ROBERT E. LOVE
NAGE Local R5-168 President

6-8-05
DATE


DONALD R. MALLET
Director, Civilian Personnel
Advisory Center

8 Jun 05
DATE

MEMORANDUM OF AGREEMENT

SUBJECT: Article XII. Union Representation for Bargaining Unit Employees
Occupying Police Officer, GS-0083 Positions

1. This memorandum of agreement serves to provide notice that the Parties, known as the Union and the Agency, hereby agree to the following:

To adopt the provisions set forth in the Negotiated Agreement between Fort Polk and NAGE Local R5-168, Article XII. Union Representation, with amendments to Section 6 and Section 15, as follows:

Section 6. Number and Designation of Union Stewards.

The first sentence of Section 6 paragraph is changed to read: "The Employer agrees to recognize and the Union agrees to appoint a minimum of two (2) stewards, but not more than the maximum number of five (5) stewards to include one (1) chief steward."

Section 15. Official Time Reports (OTR).

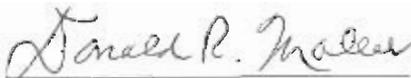
(a) Section title is changed to read: **Official Time Reports (OTR) and Time and Attendance Cards.**

(b) Addition of paragraph d. as follows: "d. Supervisors will ensure that the official time used for Union related activities that is annotated on Official Time Reports (OTR) is posted to Union Officials' Time and Attendance Cards in accordance with applicable Army policy and guidance."

2. This Memorandum of Agreement between the Parties will remain in effect until the Negotiated Agreement between the Agency and the Union for the newly formed unit of Police Officers is finalized, which will include the provisions of this agreement.


ROBERT E. LOVE
NAGE Local R5-168 President

20 Dec 05
DATE


DONALD R. MALLET
Director, Civilian Personnel
Advisory Center

20 Dec 05
DATE