

Rollover MOU Agreement

MEMORANDUM of UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING (MOU) is between the USDA Forest Service for Schenck and Lyndon B. Johnson Job Corp Centers (Management) and The American Federation of Government Employees/ AFGE Local #446 (Union) hereafter referred to collectively as “the Parties.” This MOU is a Supplemental Agreement under Articles 23 and 35 of the 2019 Collective Bargaining Agreement between the Parties, and it documents the Parties’ full and final agreement on the above.

Therefore, the Parties have agreed to the following in this Memorandum of Understanding:

1) It is agreed that the CBA language listed below are hereby changed in the current CBA.

Article 23.1.a: Equal Employment Opportunity

1. Equal Opportunity:

a. Management and the Union will cooperate in providing equal opportunity for employment, training, and promotion and will not discriminate because of age, race, gender, religion, color, national origin, sexual orientation, marital or familial status, disability, lawful political affiliation, or other non-merit factors. The Parties agree to cooperate in providing equal opportunity for all employees in the implementation for Forest Service and Union programs.

Article 35.9.b: Voluntary Allotment of Dues

9. Procedure to Cease Deductions:

b. A Union member may revoke his/her allotment for Union dues by submitting a completed and signed SF 188 thirty (30) days prior to the twelve (12) month anniversary date of the dues start date.

2) The Parties agree to “replace” the CBA language above with those articles and sections of the CBA identified below with the agreed to new language.

Article 23.1.a: Equal Employment Opportunity

a. Management and the Union will cooperate in providing equal opportunity for employment, training, and promotion and will not discriminate because of age, race, gender, religion, color, national origin, sexual orientation, marital or familial status, disability, lawful political affiliation, other non-merit factors, and any other protected class covered by law, rule or regulation, or retaliation for exercising rights with respect to the categories listed above where retaliation rights are available. Not all prohibited bases apply to all programs. The Parties agree to cooperate in providing equal opportunity for all employees in the implementation for Forest Service and Union programs.

Article 35.9.b: Voluntary Allotment of Dues

9. Procedure to Cease Deductions:

b. A Union member may revoke his/her allotment for Union dues by submitting a completed and signed SF 1188 at any time after one year following the initial dues withholding assignment.

This MOU becomes effective on the date of final approval by the Agency Head, or that date on which the thirty (30) day time limit for Agency Head review expires, whichever is earlier. This MOU will terminate when the new Collective Bargaining Agreement is renegotiated at the end of its term.

For Management:

For the Union:

APPROVED BY USDA AGENCY HEAD REVIEW ON OCTOBER 25, 2022.