

N E G O T I A T E D A G R E E M E N T

B E T W E E N

HEADQUARTERS, 101ST AIRBORNE DIVISION (AIR ASSAULT)
AND FORT CAMPBELL

MEDICAL DEPARTMENT ACTIVITY - FORT CAMPBELL

DENTAL ACTIVITY - FORT CAMPBELL

AND

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
LOCAL 2022
(AFL-CIO)

FORT CAMPBELL, KENTUCKY
APPROVED

28 October 1998

THIS AGREEMENT APPLIES TO BOTH AF AND NAF ACTIVITIES

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE NO.</u>
1	PURPOSE/ADMINISTRATION	1
2	EXCLUSIVE RECOGNITION AND COVERAGE OF AGREEMENT ...	1
3	DURATION AND CHANGES	2
4	DEFINITIONS	3
5	RIGHTS AND OBLIGATIONS OF THE EMPLOYEES	6
6	RIGHTS AND OBLIGATIONS OF THE UNION	7
7	RIGHTS AND OBLIGATIONS OF THE EMPLOYER	7
8	UNION REPRESENTATION/OFFICIAL TIME	8
9	USE OF OFFICIAL FACILITIES	10
10	LABOR-MANAGEMENT PARTNERSHIP MEETINGS	11
11	CIVIC RESPONSIBILITIES	12
12	HOURS OF WORK AND BASIC WORKWEEK (AF)	14
13	HOURS OF WORK AND BASIC WORKWEEK (NAF)	16
14	REST PERIODS/CLEAN-UP TIME	17
15	OVERTIME/HOLIDAY WORK	18
16	ANNUAL LEAVE	20
17	SICK LEAVE	22
18	POSITION DESCRIPTIONS/STANDARD POSITION GUIDES AND DOCUMENTATION OF DETAILS	25
19	POSITION CLASSIFICATION	26
20	PAY PROVISIONS	27
21	WAGE SURVEYS	27
22	ENVIRONMENTAL DIFFERENTIAL (EDP)	28
23	MERIT PLACEMENT AND PROMOTION PLAN	28

24	REDUCTION-IN-FORCE (AF)/BUSINESS BASED ACTIONS (NAF)	29
25	DISCIPLINARY ACTIONS	30
26	EQUAL EMPLOYMENT OPPORTUNITY	33
27	ALCOHOL AND DRUG ABUSE PROGRAM	33
28	TRAINING	34
29	OCCUPATIONAL SAFETY AND HEALTH	35
30	SMOKING	36
31	CONTRACTING OUT	37
32	HAND TOOLS AND PROTECTIVE CLOTHING AND EQUIPMENT - COMMERCIAL ACTIVITIES (AF ONLY)	38
33	PAYROLL DEDUCTION FOR PAYMENT OF UNION DUES	41
34	PUBLICIZING THE AGREEMENT	43
35	GRIEVANCE PROCEDURES	43
36	ARBITRATION PROCEDURES	48
37	INFORMAL RESOLUTION OF UNFAIR LABOR PRACTICES	51
38	PERFORMANCE MANAGEMENT SYSTEM	52
39	ALTERNATE WORK SCHEDULES	52
40	FIREFIGHTERS	53
41	MISCELLANEOUS	53

APPENDICES

- A. OFFICIAL TIME REQUEST FORM
- B. GRIEVANCE PROCEDURE FORM