

**MEMORANDUM OF AGREEMENT
BETWEEN
IAM&AW LOCAL LODGE 2297
AND
FLEET READINESS CENTER EAST (FRCE)**

This Memorandum of Agreement (MOA) is entered into by the Parties, LL 2297, International Association of Machinists & Aerospace Workers (IAM&AW), herein referred to as the "Union" and the Fleet Readiness Center East (FRCE) herein referred to as the "Employer." Collectively, the Union and Employer will be referred to as the "Parties." The purpose of this MOA is to document the Parties mutual desire and agreement to "ROLLOVER" the Negotiated Agreement between the Parties, dated 11 March 2011, which was slightly modified and subsequently approved and placed in effect on May 6, 2014, scheduled to expire 11 March 2016.

The Parties agree to the following:

1. The Collective Bargaining Agreement (CBA) between the Parties is scheduled to expire 11 March 2016. In lieu of renegotiating the CBA at this time, the Parties hereby agree to extend/rollover the current CBA for two additional years from the current expiration date, 11 March 2016.
2. The Parties agree that the CBA will remain in its current form reflecting the changes made and appearing in the May 6, 2014 version, with no changes other than language referencing Public Law that by agreement the Parties will modify to reference more current Statutory language recommended by DoD in 2014.
3. The Parties also agree that all Memorandums of Understanding (MOUs), Memorandums of Agreement (MOAs) and any established practice, past or current related to any condition of work, written or unwritten, and recognized as valid since 11 March 2011, will remain in effect and be binding between the Parties for the two year period beginning 11 March 2016 and ending 11 March 2018.

The Parties also acknowledge, in accordance with Article 2 of the CBA, that the CBA remains subject to the provisions of any existing or future laws and regulations of appropriate authorities, and published Agency policies and regulations in existence at the time this Agreement is approved and the Employer

will not introduce new personnel policies or practices, or matters affecting working conditions except as provided in Article 3 Section 2(a) and (b) of the CBA.

4. At least ninety (90) days prior to the end of the mutually agreed upon two year extended period, the Parties will schedule a meeting to discuss disposition of the extended contract and determine at that time whether to extend the contract for an additional period of time or commence negotiations for the purpose of renegotiating the CBA.

5. The Parties further agree that during the extended two (2) year period only the terms and conditions agreed to and contained in the CBA dated 11 March 2011 and modified and approved by DoD on May 6, 2014 and as a result of this rollover in March of 2016 will apply and if any policy, regulation or agency rule is created during the term of this MOU not required by law or by those authorities outside the Department of Defense (DoD) who are empowered to issue regulations and policies binding on (DoD) that is subsequently found to be in conflict with CBA, the terms contained in the CBA shall govern.

6. The Parties recognize that the signatures that are affixed below represent the execution of a Mutual Agreement between the Parties and that prior to placing such an agreement into effect such Agreement is subject to Union ratification and DoD approval.


This Agreement is executed this 10th day of March 2016.

For the Employer




Colonel Vincent E. Clark

For the Union



Anthony Cruz DL110 DBR



Wilbert K. Woods President