



DEPARTMENT OF DEFENSE  
CIVILIAN PERSONNEL ADVISORY SERVICE  
4800 MARK CENTER DRIVE  
ALEXANDRIA, VA 22350-1100

MAY 06 2014

MEMORANDUM FOR THE COMMANDER, FLEET READINESS CENTER – EAST  
ATTN: MS. KIM GEORGE, HRS  
PSC BOX 8021  
CHERRY POINT, NORTH CAROLINA 28533-0021

SUBJECT: Collective Bargaining Agreement between U.S. Navy, Fleet Readiness Center East, Cherry Point, NC and the International Association of Machinists and Aerospace Workers, Local Lodge 2297

The subject agreement was originally executed on February 5, 2014. By memorandum dated March 6, 2014, the parties were informed that the agreement was disapproved. The parties renegotiated the disapproved provisions and submitted them to this office for review. The renegotiated agreement was executed on April 24, 2014 and reviewed by this office pursuant to 5 U.S.C. § 7114(c). After reviewing the revised provisions, we find the revised provisions satisfy the negotiability concerns described in our March 6, 2014 disapproval memorandum. This agreement, with the understandings set forth in the March 6, 2014 memorandum, and set forth below, is hereby approved.

As indicated in the memorandum dated March 6, 2014, the following provisions are approved with the following understandings:

**1. Preamble.** This provision provides: “Pursuant to the policy set forth in Title VII, P. L. 95-454, and subject to ...”

This provision as well as other provisions throughout the agreement, such as Article 3, Sections 2-a and 2-b; Article 4, Section 4-b; Article 5, Sections 1, 2 and 3, make reference to Title VII, P.L. 95-454, which has long since been codified into the U.S. Code under Title 5, Chapter 71, with modifications. It is suggested that the parties update these references to “Chapter 71 of Title 5 U.S. Code”. These provisions are approved with the understanding that any reference to “Title VII, P.L. 95-454” will more appropriately be interpreted as the current Chapter 71 of Title 5 of the U.S. Code.

**2. Article 8, Basic Workweek, Hours of Work and Shift Work, Section 3.**  
This provision provides: “Changes in an employee’s basic workweek and work shift will be made in accordance with applicable rules and regulations.”

This provision is approved with the understanding that the parties intend, in implementing this provision, to recognize the exception for changes to employees’ work

schedules in instances where the head of an agency determines that the agency would be seriously handicapped in carrying out its functions or that costs would be substantially increased as provided under 5 C.F.R. § 610.121(a) which explicitly permits management to make such changes to employees' work schedules.

Finally, it bears noting that, in Article 22, Adverse Actions, Section 5, the parties cite to "5 C.F.R. 752.404(3)(d)(1) and 5 C.F.R. 752.404(3)(d)(2)." No such regulatory provision exists. The correct citation is 5 C.F.R. § 752.404(d)(1) and 5 C.F.R. § 752.404(d)(2). The parties may wish to make this correction prior to printing the agreement.

This action is taken under authority delegated by DoD 1400.25-M, Civilian Personnel Manual, Subchapter 711, Labor Management Relations. Please annotate the agreement to indicate:

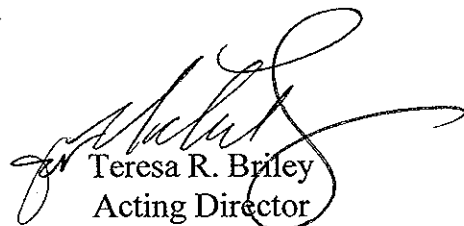
"Approved by the Department of Defense on **MAY 06 2014** ."

Signed copies of the approved agreement, along with one copy of OPM Form 913B, should be forwarded as follows:

- a. One electronic copy identified as the "final approved agreement" emailed to the Defense Civilian Personnel Advisory Service, Labor and Employee Relations Division at [labor\\_relations@cpms.osd.mil](mailto:labor_relations@cpms.osd.mil). An electronic version of OPM Form 913B is available at [http://www.opm.gov/forms/pdf\\_fill/OPM913.pdf](http://www.opm.gov/forms/pdf_fill/OPM913.pdf) .
- b. One electronic copy emailed to the Department of Navy at: [harley.mills@navy.mil](mailto:harley.mills@navy.mil) .

If there are any questions concerning the agreement, Mr. Lee Alner can be reached on DSN 381-1635 or commercial (571) 372-1635.

A copy of this memorandum was served on the union representatives by certified mail on MAY 06 2014 .



Teresa R. Briley  
Acting Director

Labor and Employee Relations Division

cc:

✓ Mr. Ron Shafer  
District Business Representative  
IAMAW, District Lodge 110  
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