

## MEMORANDUM OF UNDERSTANDING

The parties to this agreement are AFGE Local 916 (union) and Tinker AFB (employer). This MOU covers the employer's responsibility to notify the union of its opportunity to be present during formal meetings that center around a bargaining unit employee being issued a proposed notice of discipline and/or notices of decision to discipline. As an appropriate arrangement to these types of meetings, it is agreed that the employer will have met all Statutory and contractual notification requirements to the union by providing the union a copy of proposed notices and notices of decision to discipline within 5 business days from the employer's issuance of the notice to the bargaining unit employee. Failure by the employer to provide the union said notices shall not be the basis for mitigating or terminating any disciplinary action. No rights of the employer are waived by this MOU.

James A. [Signature] 6-16-98  
FOR MANAGEMENT DATE

Mary [Signature] 6/17/98  
FOR THE UNION DATE

# AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

AFFILIATED WITH THE AFL-CIO

LOCAL 916

4444 SOUTH DOUGLAS BLVD. • OKLAHOMA CITY, OKLAHOMA 73150

TELEPHONE (405) 733-3851 or 733-3852



June 12, 1998

James Coil, Chief  
Employee/Labor Relations  
72 SPTG/DPCE  
3001 Staff Dr., Ste. 1AH188G  
Tinker Air Force Base, OK 73145-3014

*Rec'd  
DPCE  
12 Jun 98  
sf*

RE: Request for Copies of Redacted Notices of Proposed Adverse Action

Dear Mr. Coil:

As the duly elected bargaining unit representative, AFGE Local 916 request that the Agency provide the Union with copies of all Notices of Proposed Action given to any bargaining unit member during the past three years. The Union is agreeable to the deletion or redaction of the member's home address and home telephone number from the Notice.

Additionally, the Union requests that it be given a copy of all such future Notices either within seven calendar days from the issuance of the Notice or, at the Agency's election, on the Monday of each week for all such Notices issued for the preceding week.

Union believes such production is mandated under the requirements of 5 U.S.C. 87114 (b)(4)(A-C). This information is reasonably available and is necessary for the "full and proper discussion, understanding and negotiation" of collective bargaining subjects. The Union needs this information in order to create a database of disciplinary action history. This databases is necessary to track disciplinary trends and problems for future negotiations and is also necessary to the Union in fulfilling its representational duties in specific "grievances", as defined by the Act, by examining potential disparate treatment for specific levels and types of discipline.

If the Agency contends that Section 7114 is not applicable to this request or if it contends that this request is prohibited by law, please provide me with a written response detailing the reason for denying the request, the specific legal citation of the law prohibiting compliance with the request and any case law relied upon in denying the request.

We would request that this information be supplied immediately and that future Notices be immediately supplied.

If you have any questions, please contact me.

Sincerely,

Gary R. Epler  
First Vice President

GRE:sg  
opeiu-381-afl-cio

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