

MEMORANDUM OF UNDERSTANDING (MOU) - LABOR MANAGEMENT AGREEMENT

AFGE Local 817, The Union, and Management, FMC Lexington, KY agree to the following terms regarding the Labor Management Meetings which take place each month. It is in the interest of both parties to establish a procedure, adhered to by both parties, which promotes the efficiency of the service.

- Combined Labor Management (LMR) Meetings with the American Federation of Government Employees, Local 817, and management at the Federal Medical Center, Lexington, Kentucky, will be conducted every month, on the fourth Tuesday of each month.
- The meeting will begin at approximately 12:30 p.m. and will conclude no later than 4 p.m. of the same day.
- If scheduling conflicts arise, the meeting may be held on a different day or at a different time upon mutual consent of the parties.
- Specific issues/items to be discussed at each meeting will be distributed to both parties by the third Monday of each month, which will be prior to the Labor Management Meeting.
- An agenda will be established from the specific issues/items and any issue/item not on the agenda will not be discussed, but will be tabled and given a suspense date for reply.
- Issues/items listed on the agenda will not be general but will be specific in nature.
- If both parties agree and there are no issues to discuss, the monthly LMR meeting will be canceled.
- The canceled meeting will be documented on a memorandum signed by both parties.
- Designated Union Officials will be given a reasonable amount of official time to prepare for and attend these negotiations in advance. Also, to gather information they determine is necessary prior to the submission of its agenda to management-before the applicable deadline.
- Either party may call a caucus. The Party Calling the caucus will leave the negotiating room and will meet in another suitable location.
- Management and the Union will make a concerted effort to informally resolving issues in the agenda per Article 31, to avoid the filing of formal grievances or complaints. If needed, suspense dates should be set to avoid tabling of an issue. (e.g., 3,5,7,10 days).
- At the conclusion of the meeting, the Minutes will be printed and signed by each Spokesperson. Both Parties will be given a copy of Meeting Minutes to sign at the conclusion of the meeting.
- This Memorandum of Understanding will remain in effect until such time either party invoke bargaining rights.
- This agreement will expire upon the same day as the current Master Agreement.

Signed: [Signature], President AFGE Local 817

Date: 09/26/2023

Signed: [Signature], LMR Chair

Date: 10-10-2023

Union: [Signature]

Management: [Signature]