

Summary of changes from the 2005 to 2011 Missouri National Guard Labor-Management Agreement.

Article 8 (Uniforms)

Technicians will be issued 3 sets of their duty uniform.

Article 39 - Changed to Article 9 (Dues Deduction and Revocation)

An Association member may terminate their membership at any time after their first anniversary of joining the Association

Article 12 (Workweek and Hours of work)

12-1 C) Employer will explore compressed work schedules and provide the Association written findings.

Rewrote 12-2 Paragraphs B and C to describe temporary and permanent shift changes

Shift changes where the start time is changed by 5 or more hours and lasting 2 or more pay periods is now covered by the 30 day notification requirements in paragraph C.

The Group Commander is the only one who may determine whether operational capabilities would be diminished or cost substantially increased and waive the 5 day requirement of paragraph C.

First 0-6 for Air Guard is Group Commander

First 0-6 for Army Guard is State Aviation Officer or Director of Logistics

Article 15 (Health and Safety)

15-2 Added that employees will be on official time to participate in snow removal for the purpose of Workman's Comp claims

15-4 C) The Employer will provide A2CU or Equivalent to any bargaining unit technician to include officers who perform tasks that are required by regulations or technical guidance to be manufactured with non static producing materials.

Article 18 (Standby/On-Call Status)

Addition to On Call, it was added that personnel should abstain from the consumption of alcohol. Also added that the personnel will not be subject to punishment if they fail to respond. Also gave a 2 hour response time. This Article was adjusted to be in compliance with the Code of Federal Regulation.

Article 20 (Merit Placement and Promotion)

20-12 Processing Applications

Removal of paper applications – OPM does not allow for paper applications to be submitted

20-15 Referral of Candidates

C) Change from 60 to 90 days for Certificate. Supervisors can ask for an additional selection from the certificate instead of re-advertising the job.

20-17 HRO Action

C) Send the selection information by the most cost effective method. A message is always posted in the individual's USA Jobs account

Article 21 (Performance Appraisal System)
New Appraisal System

Article 22 (Recognition)
Award presented in an open forum.

Article 24 (Attendance and Leave)
Changed to reflect new regulations (TPR 630)

24-4 Added new entries based on the new regulations on Family Med Leave Act. Changed administrative leave to Excused Absence.

24-6 B) 3) Time will normally be 4 hours for blood/platelet donation from “time will not normally exceed 4 hours”

24-6 B) 7) Added Excused Absence for initial EAP assessment

Article 25 (Compensatory Time)
Comp time will be used before annual leave (Government-wide rule)

Article 27 (Discipline and Adverse Action)
The new Regulation (TPR 752) changed some verbiage and added a Letter of representation and authorized release of information. This form is located in Appendix A. This form is signed by the Bargaining Unit Employee and the Association Representative.

Article 28 (Grievance Procedures)
Letter of representation and authorized release of information was added in Appendix A

28-5 A) Grievance must be initiated within 10 days of the occurrence.

28-6 A) Changed from 3 to 5 days for the step 1 response by the supervisor

Article 38 (Impact and Implementation Bargaining)
Changed to Article 13

Article 40 (Agreement Administration)
Changed to Article 38
This will be a 5 Year contract

Article 41 (Definitions)
Changed to Article 39

Article 42 (Telecommuting)
Changed to Article 6