

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (MOA) is entered into between Akima Technical Solutions (ATS), LLC, Joint Base Andrews, Maryland (the Company) and the District Lodge 4 International Association of Machinist and Aerospace Workers (the Union), effective as of 30 July 2015 (the “effective date”), to reflect the terms on which the parties have agreed to adjustment to shift schedules for the Company’s Distribution and Fuels Service Center (FSC) employees within the Fuels Flight of the ATS Very Important Person Special Air Mission (VIPSAM) contract operation at JB Andrews.

The parties enter into this Memorandum of Agreement in recognition of the need to align the shift hours with our primary flight line customers and lead to a smoother transition at shift change times with improved response times. Through this Memorandum of Agreement, the parties seek to facilitate the achievement of these objectives and an orderly transition.

Accordingly, the parties hereby agree as follows:

1. This MOA is to document an adjustment to shift schedules for Distribution and Fuels Service Center (FSC) employees within the Fuels Flight of the ATS VIPSAM contract operation at JB Andrews, ahead by one hour. The new hours are as follows:

- a. A Shift: 0600-1430
- b. B Shift: 1400-2230
- c. C Shift: 2200-0630
- d. Weekend Days: 0600-1800
- e. Weekend Nights: 1800-0600

2. The aircraft maintenance operations that drive calls for aircraft refuels currently operate on the schedule above. The difference has historically led to delays in the Fuels Flight’s shift change process by being offset one hour. Aligning to the shift hours of our primary flight line customers will lead to a smoother transition at our shift change times with improved response times which is a contract metric.

3. All employees will still receive their full 40-hour work week before, during and after the transition. Only Distribution and FSC will be effected by this change. Bulk Storage, Lab, Maintenance, and Accounting will not change their existing schedules.


4. Following the July 2015 transition, the Company will work very carefully with the small number of negatively affected individuals (childcare, etc.). ATS will provide a reasonable transition period on a case-by-case basis. We understand the personal impact that this transition will have, however ATS believes it will enable us to more effectively accomplish the assigned mission at JB Andrews with minor impact on the employees.


5. Additionally, the corresponding changes in shift differential pay for B and C shifts will apply solely for the workers of Distribution and FSC for the hours reflected in Paragraph 1. Shift Differential pay will occur from 1400-0600, versus the current 1500-0700 for these workers. Distribution and FSC A shift workers will continue not to receive shift differential pay for the eight hours of their shift as currently outlined in the CBA. All other functions within the Fuels Flight will only be compensated for shift differential pay based on the current B and C shift hours of 1500-0700.

IN WITNESS WHEREOF, the parties have hereto set their hands this 30th day of July, 2015.

AKIMA TECHNICAL SOLUTIONS, LLC

District Lodge 4 IAMAW

By: 
Christian Hansen, Director
Labor Relations, HR

By: 
Joseph R. Compher
Assistant Directing Business Representative