Memorandum of Understanding
between

CNRNW and the IAM&AW

Union Notification of Disciplinary Actions

I. This memorandum supersedes Article 19, Disciplinary Actions, section 1904 of the collective bargaining agreement approved by DoD April 3, 2008.

II. Due to the ambiguous wording of section 1904, and the lack of clear intent in the bargaining history to modify the corresponding section of the previous contract, the undersigned agree to adhere to the procedures in place prior to this contract.

III. The following language therefore replaces the present section 1904:

> 1904. Union Notification. In all cases of written formal disciplinary action taken by Management against any employee covered by this Agreement, the Union shall be notified of the action taken by Management as soon as possible after the employee is notified unless the employee certifies in writing that the Union shall not be notified.

APPROVED:

FOR THE UNION:

Gordon Griebel 3-30-09

Gordy Griebel date
Senior Chief Steward
IAM&AW

FOR COMMANDER NAVY REGION NW:

Nancy C. Lowe 3/6/09

Nancy Lowe date
Supervisory Human Resources
Bangor Site Office