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APR 28 2005

MEMORANDUM OF AGREEMENT  
BETWEEN  
THE AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES  
LOCAL 1770, AFL-CIO  
AND  
WOMACK ARMY MEDICAL CENTER AND U.S. ARMY DENTAL ACTIVITY

1. This Memorandum of Agreement is entered into by the American Federation of Government Employees, Local 1770, AFL-CIO, (hereinafter referred to as the Union) and Womack Army Medical Center/U.S. Army Dental Activity (hereinafter referred to as the Agency), Fort Bragg, North Carolina, pursuant to the provisions of 5 U.S.C. Chapter 71. The purpose of this Agreement is to establish procedures for on-call duty.

2. The parties agree the Agency must provide adequate response to emergencies that arise outside of normal duty hours. To provide this response, personnel will be placed in an on-call status outside of their normal duty hours. The parties agree the employees (excluding employees assigned to the Operating Room and Anesthesiology) will report within 1 hour of receiving pager notification. Employees assigned to the Operating Room and Anesthesiology will report within 30 minutes of receiving pager notification.

3. Responsibilities:

a. Agency/Management will:

(1) Develop and post on-call rosters no later than two pay periods prior to the start of the on-call period.

(2) Provide enough government owned on-call rotating pagers to preclude employees, at the end of their on-call status, from returning pagers during their non-duty time. The pagers will be kept in a common location in each duty section for pick up and turn in.

(3) Supervisor will ensure battery is fully charged and pager is in proper working condition prior to issuance.

(4) Publish the toll free number for all employees outside of the local calling area to utilize when responding during their on-call status.

b. Personnel on-call will:

(1) Respond telephonically within 15 minutes of pager notification. (Except employees under Title 38 Memorandum of Agreement)

(2) Provide current home address, telephone number and a strip map to their home in the event of adverse weather conditions that may require government transportation.

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(3) Upon receipt of a pager, and before departing Fort Bragg, test the pager to ensure it is working properly.

(4) Check pager twice daily to ensure it is in proper working order and report any problems to the supervisor immediately for repairs.

(5) Respond to all emergency calls received from an authorized individual within the negotiated time limit. Authorized individuals include the AOD, section chief, section supervisor, or other management officials within the supervisory chain. Charge nurses may activate on-call procedures upon direction of appropriate management official.

(6) Immediately notify their supervisor or appropriate management official should they become incapacitated or unavailable to return to work during a scheduled on-call period. At that time, the supervisor will terminate the employee's on-call status.

(7) If the employee is incapacitated due to health reasons, and did not notify the employer prior to pager notification, the employee will be required to provide their immediate supervisor with an acceptable medical certificate within seven (7) calendar days after their return to work.

(8) The employee is responsible for personally turning in the pager to their supervisor on their next scheduled duty day.

c. Procedures:

(1) The employee may change the on-call scheduling if: (1) if the involved employees mutually agree and submit a written request to the supervisor at least 24 hours in advance and (2) the supervisor approves the request.

(2) The parties understands that although management will make every attempt to post on-call schedules two pay periods in advance, there may be times when, due to unforeseen circumstances, this may not be possible.

4. Requirements and guidelines:

a. When an employee who is in an approved on-call duty status is required to return to work, the time spent performing actual work is deemed to be at least 2 hours for pay purposes. The employee shall be released from duty as soon as management determines that the event which created the call back situation has been resolved and

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the employee's services are no longer required, taking into consideration patient care and the needs of the mission.

b. If an employee is incapacitated or otherwise unavailable to return to work during a scheduled on-call period, the employee must report his or her incapacitation or unavailability to the designated management official.

5. Designation of on-call work centers: The following work centers are designated as on-call work units. Supervisors within those centers are authorized to schedule covered personnel for on call:

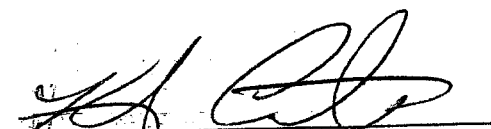
Area	Response Time
Anesthesia Services	30 Minutes
OR	30 Minutes
Department of Medicine	1 Hour
Department of Radiology	1 Hour
Pharmacy	1 Hour
Department of Emergency Medicine	1 Hour
Nutrition Care	1 Hour
PACU	1 Hour
NICU	1 Hour
Advice Nurse	1 Hour
DOPC	1 Hour
Pediatrics	1 Hour
Logistics	1 Hour
PAO	1 Hour
IMD	1 Hour
Dental Activity	1 Hour

6. Form FB 1050, Request, Authorization and Report of Overtime.


a. Supervisors will accurately account for on-call hours for employees on call and will ensure that on call is scheduled on an equitable basis.

b. Management or the Head Nurse has the right with justifiable reasons (i.e., repeated failure to respond), to terminate and/or reschedule an employee who has difficulty responding to on call notifications.


FOR THE AGENCY:

  
LTC(P) Kenneth G. Canestrini  
Chief of Staff  
Womack Army Medical Center

Date: 11 Apr 05

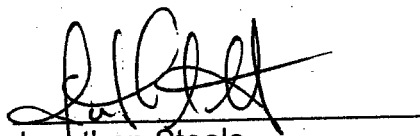
  
Ronald A. Maul  
COL, MC  
Commanding

Date: 11 Apr 05

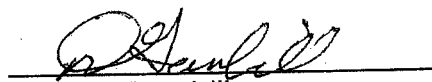
  
Johnette J. Shelley  
COL, DC  
Commanding

Date: 12 April 05

FOR THE UNION:

  
Jonathan Steele  
Main Unit VP  
AFGE Local 1770 <sup>455</sup>

Date: 8 APR 05

  
Donald Gambill  
President  
AFGE Local 1770

Date: 8 Apr 05