

HEADQUARTERS, UNITED STATES ARMY, EUROPE, AND SEVENTH ARMY  
AS HIGHEST SERVICE AUTHORITY OF THE U.S. ARMY IN GERMANY

AND THE

HEAD WORKS COUNCIL  
UNITED STATES ARMY, EUROPE, AND SEVENTH ARMY

CONCLUDE THE FOLLOWING

**SHOP AGREEMENT**

pursuant to the provisions of Section 73, in conjunction with Section 69 and Section 75, Paragraph 3, Number 15, German Personnel Representation Law (modified version).

- I. This shop agreement governs the rules of parking privately owned vehicles, as well as the transportation of employees to their place of work in case of temporary non-admittance of privately owned vehicles on the premises of Campbell Barracks due to military ceremonies (e.g., changes of command).
- II. This shop agreement applies to all local national employees employed with organizations or divisions within the premises of Campbell Barracks under the provisions of tariff agreement TV AL II.
- III. The following is agreed upon:
  1. The installation commander exclusively decides on the necessity for temporary non-admittance and the duration thereof.
  2. All organization heads, i.e., their representatives, shall be informed of the decision immediately after it has been reached, but no later than two weeks prior to the commencement of the non-admittance. Organization heads shall ensure that respective works councils and employees are immediately informed of the non-admittance, as well as of the exact date and duration.
  3. The respective organization head, i.e., his/her representative shall inform the works council and employees of the organizations of alternate parking locations and provide respective directions, no later than one week prior to the non-admittance. The Neue Messplatz, Heidelberg, shall be the alternate parking location. If the Neue Messplatz, Heidelberg, is not available, the undersigning parties shall determine another parking location. HQ USAREUR guarantees unrestricted access and parking within the premises of the alternate parking location for the duration of the non-admittance.

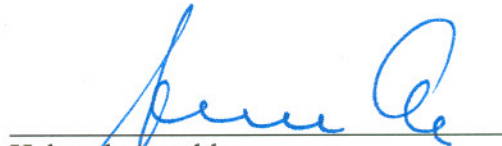
4. HQ USAREUR ensures that a shuttle bus service will be available to employees who use the alternate parking location, which transfers them to their place of duty at the beginning of their duty time, and back to their cars at the end of their duty time. In this case, duty time begins and ends at the alternate parking location.
5. Employees who arrive late at their place of duty due to no fault of their own must not incur any disadvantages.
6. Severely handicapped employees, who have a reserved handicapped parking spot, shall receive a special access permit. If this is not possible, the respective Several Handicapped Employees Representation/Works Council shall be consulted to reach an agreement on adjusted duty hours.
7. The above-mentioned stipulations do not exclude other options to compensate employees for inconveniences (e.g., "liberal leave" or granting time off).

IV. This shop agreement enters into effect on the date on which both parties to the agreement have affixed their signatures.

V. This shop agreement may be terminated, by either party, with an advanced notice period of three months to the end of a calendar month. After termination, this shop agreements remains in effect until a new agreement has been concluded.



Toni B. Wainwright  
Director of Civilian Personnel  
United States Army, Europe



Helmuth Arnold  
Chairman, Head Works Council  
USAREUR and Seventh Army

6-13-00

Date

14. 6. 00

Date