

**AMENDMENT TO THE
COLLECTIVE BARGAINING AGREEMENT
BETWEEN
U.S. Army Combined Arms Support Command and Fort Lee
and
Local R4-27, National Association of Government Employees
covering certain Nonappropriated Fund Employees
of
Fort Lee, Virginia**

WHEREAS, on June 6, 1993 the U.S. Army Combined Arms Support Command and Fort Lee and Local R4-27 National Association of Government Employees executed a Collective Bargaining Agreement; and

WHEREAS, Article 44, Section 44-3 (b) of the Agreement specifies:

If either party finds that its interest is adversely affected by any provision of this Agreement, or finds through experience that is necessary to add further provisions, [i]t shall serve notice of Intent to negotiate amendments or supplements. Notice must be in writing and must include a summary of the amendment(s) or supplements proposed to this Agreement. Both parties shall meet within thirty (30) calendar day after receipt of such notice to negotiate the matters(s) involved in such requests. No changes shall be considered except supplements.

WHEREAS, the name change of the Agency from U.S. Army Combined Arms Support Command and Fort Lee to U.S. Army Garrison, Fort Lee was renegotiated on April 10, 2015; and

WHEREAS, upon signature and approval of this amendment all references to U.S. Army Combined Arms Support Command and Fort Lee shall considered to be U.S. Army Garrison, Fort Lee, and

WHEREAS, Article 29-3 (Disciplinary Actions) was renegotiated on December 14, 2014; and

WHEREAS, Article 44, Section 44-4 of the Agreement specifies:

[N]o agreement, alteration, understanding, variation, waiver, or modification of any terms or conditions contained [in the agreement] shall be made unless such agreement is made and executed in writing between the Agency and the exclusive representative and has been agreed to by both parties and approved by the Agency head or designee.

WHEREAS, the U.S. Army Garrison, Fort Lee ratified the amended article and name change on 29 June 2015 ; and

WHEREAS, the Local R4-27, National Association of Government employees ratified the amended article and name change on 29 June 2015 ; and

NOW, THEREFORE, the following amended name change and article will be incorporated into the Agreement upon approval by the Agency head or designee or 30 days from the date of signature by both the Agency and exclusive representative, whichever occurs first:

COLLECTIVE BARGINING AGREEMENT

Agreement between U.S. Army Garrison, Fort Lee, Virginia and Local R4-27 National Association of Government Employees Covering Certain Nonappropriated Fund Employees of Fort Lee, Virginia.

**ARTICLE 29
DISCIPLINARY ACTIONS**

Section 29-3. Reasonable and timely actions may be taken on employees whose conduct and performance is detrimental to the efficiency of the employer in accordance with the Army Regulation AR 215-3, Nonappropriated Funds Personnel Policy, implemented August 29, 2003.

IN WITNESS THEREOF, the parties have set their signatures this 29TH day of June in the year of 2015.

FOR: U.S. ARMY GARRISON, FORT LEE

FOR: LOCAL R4-27 NATIONAL
ASSOCIATION OF
GOVERNMENT EMPLOYEES



PAUL K. BROOKS
COL, LG
Commanding



JANICE M. BLACKWELL
National Union Representative, R4-27
National Association of Government
Employees