

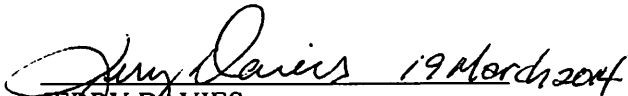
MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES (AFGE) LOCAL 1709
AND
UNITED STATES DEPARTMENT OF THE AIR FORCE
DOVER AFB, DELAWARE
REGARDING “X FACTOR”

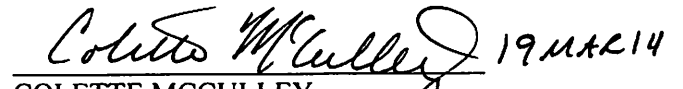
This Memorandum of Understanding (MOU) is hereby entered into by Dover AFB, hereinafter referred to as the “Employer” and the AFGE Local 1709, hereinafter referred to as the “Union.” Both parties hereby agree with the Strength Aptitude Test, also known as the “X Factor,” with the following stipulations and modifications. (NOTE: This MOU does not address all aspects of physicals or fitness requirements, but is only applicable to the strength aptitude requirements, such as weight lifting, pulling, and pushing.)


1. This MOU applies to current appropriated fund (APF) and non-appropriated fund (NAF) employees.
2. The “X Factor” will be administered when strength aptitude is required for lifting, pulling, and pushing in accordance with AFMAN 34-310, para 19.10.4. (NAF employees) and other functional instructions related to position-specific physical requirements (APF employees).
3. The Employer will administer “X Factor” tests in accordance with the SF 78/OF 178 – Certificate of Medical Examination.
4. When an employee is required to lift, pull, or push a certain weight, the employee will do so in accordance with the requirements of the specific position as identified on the “X Factor” memorandum, and in accordance with Fitness techniques and standards.
5. A medical or fitness technician or other qualified individual will provide verbal instruction on the proper procedures for lifting, pulling, or pushing the weight.
6. Management will allow an employee to retest one (1) time not later than fifteen (15) work days from the initial test. (NOTE: This does not include Business Based or Reduction in Force actions, tests for new positions or position changes.
7. If an employee is on a certified medical restriction for a temporary duration, and the employee is scheduled for a physical during that time, an X-Factor test will be scheduled and administered within fifteen (15) work days from the end date of the medical restriction.

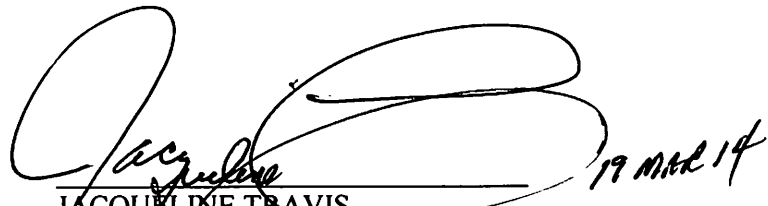
8. When an employee fails a retest as described in paragraph 6 or refuses the "X Factor" test, it is understood administrative action may be taken based on the employee not meeting a condition of employment.

This MOU is effective the date this MOU is signed.


JERRY DAVIES
President
AFGE Local 1709
Dover, Delaware


COLETTE MCCULLEY
Labor Relations Officer
Department of the Air Force
Dover AFB, Delaware


SIMON DAVIS
NAF Chief Steward
AFGE Local 1709
Dover, Delaware


JACQUELINE TRAVIS
NAF Human Resources Officer
Department of the Air Force
Dover AFB, Delaware