

25 July 2011

MEMORANDUM FOR THE DEFENSE CIVILIAN PERSONNEL MANAGEMENT SERVICES (DCPMS), FIELD ADVISORY SERVICE (FAS), LABOR AND EMPLOYEE RELATIONS DIVISION, 1400 KEY BOULEVARD, SUITE B-200, ARLINGTON, VIRGINIA 22209-5144

SUBJECT: Agreement between the Adjutant General, State of Arkansas National Guard and the Laborers International Union of North America, Local 1671

1. The subject agreement was executed on 25 July 2011, and requires Agency Head review by the DCPMS FAS prior to DOD approval of the agreement.
2. The two parties agree that all articles, in full or in part, that are contained in this new agreement that are not explicitly found non-negotiable in the agreement during the Agency Head review by DCPMS FAS will remain in effect for the duration of the agreement.

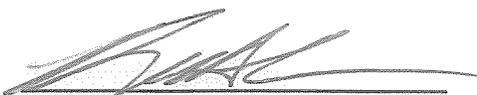
FOR THE ADJUTANT GENERAL
STATE OF ARKANSAS



Lt Col VICTOR A. MARCELLE
Labor Relations Specialist
Chief Negotiator



BG RICHARD E. SWAN
Joint Chief of Staff, ARNG
Member

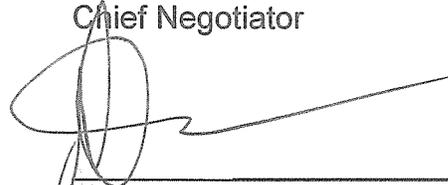


COL KEITH A. KLEMMER
Chief of Staff, AR ARNG
Member

FOR LOCAL 1671
LABORERS
INTERNATIONAL UNION
OF NORTH AMERICA



CHARLES M. RICE
President, Local 1671
Chief Negotiator



GREGORY HERSHEL
1ST Vice Pres, Local 1671
Member



PHILLIP JOHNSTON
Chief Steward, Local 1671
Member