

**NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES LOCAL R1-08  
AND  
COMMANDER 66<sup>th</sup> AIR BASE WING  
HANSCOM AIR FORCE BASE**

**OSHA VOLUNTARY PROTECTION PROGRAM**

The Electronic Systems Center and the National Association of Government Employees, Local R1-08 (NAGE) are committed to assuring that ESC achieves environmental, health and safety (EHS) excellence in order to support and enhance the ESC mission. We encourage all employees to be accountable for achieving this goal as a way of life. This commitment is based on a shared interest to pursue solutions that promote partnership, quality of life, increased work quality and efficiencies, military readiness, and employee empowerment, while considering the legitimate interests of both labor and management.


The parties will strive together to provide and maintain a safe and healthful workplace as indicated by this agreement to fully participate in the OSHA VPP initiative beyond the remaining period of performance of the current collective bargaining agreement.

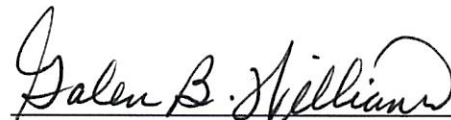
Our program will combine leadership by ESC and NAGE Local R1-08, along with the participation of all employees and functions. We are committed to promoting a work environment that goes beyond basic compliance with EHS law, statute and code.


1. At least two ESC VPP Corporate Board meetings will be held annually between the ESC Commander or designee, ESC Director of Safety and NAGE Local R1-08, and the VPP Corporate Members as defined in Attachment 1. Additional attendees will be allowed upon mutual agreement of the parties.
2. The Union will provide an agenda for consideration and review of the parties prior to the meeting. Management (Safety Office) will also provide an agenda for consideration and review of the parties.
3. ESC will fund the travel and per diem for the Local President (or his/her designee) and one attendee in a Union capacity to attend the VPP Regional Conference and VPP National Conference.
4. When the management attends additional AFMC, VPP, OSHA or VPPPA conferences/ training which the Union believes may be of mutual benefit to the parties the union will be entitled to send the Local President (or his/her designee) and one attendee in a Union capacity. ESC will fund the travel and per diem.
5. The parties shall further agree that withdrawal from the VPP initiative can only be accomplished requiring a simple majority vote of the members of the VPP Corporate Board. (See Attach 1) The result of the vote will be binding and not subject to appeal.
6. Reasonable costs associated with the enforcement of this VPP supplemental agreement will be borne by the employer.

7. This agreement will be binding on the Employer and Union for a period of three (3) years from the date of the last signature and will not expire at the end of the current bargaining agreement.

**Sign and Date:**

 19 MAY 2010  
LAWRENCE JONES, President  
NAGE, Local R1-08

 19 May 2010  
GALEN B. WILLIAMS, YA-03  
Director of Safety

 19 MAY 2010  
CHARLES F. THOMPSON, Col, USAF  
Commander, 66 Air Base Wing

## **VPP Corporate Board Members**

The voting members of the ESC VPP Corporate Board are the ESC Executive Director (ESC/CA), ESC Vice Commander (ESC/CV), Hanscom Directorate Program Executive Officers (PEOs) or designees, Air Base Group Commander (ABG/CC) or Vice Commander (ABG/CV), Director of Safety, NAGE R1-8 President or designee, IAFFF-78, Union President or designee, NFFE Local-1384 President or designee, Fire Chief or designee and corresponding government representatives. Quorum will be 4 members and decisions will be made by a simple majority vote, with ESC/CA as the tiebreaker.