



UNITED STATES MARINE CORPS
MARINE CORPS AIR STATION
BOX 99100
YUMA, ARIZONA 85369-9100

StaO 12711.3
3BF
15 Mar 95

STATION ORDER 12711.3

From: Commanding Officer
To: Distribution List

Subj: IMPLEMENTATION OF THE PARTNERING AGREEMENT BETWEEN MARINE CORPS
AIR STATION YUMA (MCAS) AND NATIONAL ASSOCIATION OF GOVERNMENT
EMPLOYEES (NAGE)

Ref: (a) Executive Order 12871

Encl: (1) PARTNERING AGREEMENT BETWEEN MCAS AND NAGE

1. Purpose. To publish the Partnering Agreement between MCAS and NAGE.
2. Background. The reference requires implementation of Labor-Management Partnerships. The enclosed Partnering Agreement is a result of the joint efforts of the MCAS and NAGE.
3. Action. A copy of the enclosure should be posted on the official civilian bulletin boards.

A handwritten signature in black ink, appearing to read "am Torrance".

A. M. TORRANCE
By direction

DISTRIBUTION: C

PARTNERING AGREEMENT MCAS AND NAGE

We, the Marine Corps Air Station (MCAS) and National Association of Government Employees (NAGE), are committed to a partnering relationship between labor and management to foster an organization that works better and costs less. This partnership recognizes the stakes and equities of everyone in the organization, full participation by the Union and the free flow of information to better serve MCAS's mission.

We acknowledge that a successful partnership requires modification of many traditional roles and methods. Accordingly, we are committed to the following principles and goals:

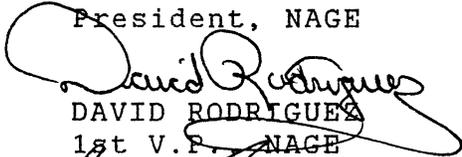
- Full commitment to the concept of "involvement" throughout the organization.
- Implement productivity, innnovation and quality improvements so MCAS can accomplish its mission within the resources provided.
- Improve the efficiency and cost effectiveness of MCAS.
- Open communications between the parties, and involvement at pre-decision stage to foster better teamwork.
- Bargain in good faith and in a reasonable time guided by interest based consensual rather than adversarial methods. Resolve disputes informally or using Alternate Dispute Resolution procedures whenever appropriate.

We will work in partnership to foster an entrepreneurial spirit so all employees will have a sense of ownership and share in the decisions that affect the organization's products and services.

Dated:



EARNEST E. PRUETT
President, NAGE



DAVID RODRIGUEZ
1st V.P., NAGE



SCOTT NADEAU
2ND V.P., NAGE



W. H. HANSEN
Commanding Officer, MCAS



A. M. TORRANCE
Executive Officer, MCAS



RINI HAGEMANN
Labor Relations Officer, MCAS

ENCLOSURE (1)