

## PREAMBLE

This agreement is executed between the California Army National Guard (CA ARNG), hereafter referred to as the "Employer" or "Agency," by and through the Adjutant General (TAG) of California, and the Laborers' International Union of North America (LIUNA) Local 2163, hereafter referred to as the "Union," and collectively referred to as the "Parties." The agreement is made for all dual status (DS) and non-dual status (NDS) General Schedule (GS) and Federal Wage Survey (WG/WL) Technicians employed by the California Army National Guard (CA ARNG), hereafter referred to as "Military Technicians," "Civilian Technicians," or the "Technicians."

This Agreement is the result of collaborative effort between the Parties, and is made in accordance with Title 5 of the United States Code (USC) Chapter 71, Title VII, Public Law (PL) 95-454, Civil Service Reform Act of 1978, and the National Guard Technician Act of 1968, 32 USC 709.

The Parties recognize the mutual benefits to be derived from the maintenance of a strong, progressive and professional CA ARNG that strengthens the existing bond among CA ARNG, technicians and the community to which CA ARNG serves. The Parties also recognize that cooperation encourages practices and performance that promote efficient and safe operations. The Parties to the negotiation do affirm that a successful negotiation requires modification of many traditional roles and methods to enhance an effective, efficient and responsible organization.

The Parties agree to work together to resolve problems by developing solutions to better serve the CA ARNG customers, accomplish the mission, and improve working conditions through a spirit of cooperation that involve non-military aspects of employment. All efforts will be made to ensure a full day's work on the part of all technicians within the CA ARNG, improve the quality of technician's work product and encourage technician submission of constructive work improvement and cost reduction ideas.

The Parties recognize that it is in their mutual interest that the Agency, the Union, and Technicians be strong and viable. Therefore, all parties are committed to carrying out the letter and spirit of this Agreement and to building and maintaining a good working relationship. In this spirit we agree that the collective bargaining agreement:

1. Promotes harmonious relations between the Agency and the Union
2. Provides for an equitable and peaceful procedure for the resolution of differences
3. Establishes good faith collective bargaining negotiations between the parties
4. Supports the development and implementation of modern and progressive work practices to facilitate and improve organizational performance and the efficient accomplishment of Agency operations.

As a result, the Parties hereto agree within the intent, spirit, and meaning as follows:

Agreed to by:

On Behalf of the Union: David Ingles, Chief Negotiator

On Behalf of Management: William Poppler, Chief Negotiator