

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
U.S. CUSTOMS AND BORDER PROTECTION  
AND  
NATIONAL BORDER PATROL COUNCIL**

This Memorandum of Understanding (MOU) is entered between U.S. Customs and Border Protection (CBP), U.S. Border Patrol (USBP) and the National Border Patrol Council (NBPC) concerning the implementation of the 9 millimeter (mm) Glock model handgun (Glock) as the standard handgun for USBP agents.

**Background:**

1. On May 9, 2019, CBP, USBP provided NBPC with a notice and opportunity to bargain over USBP's transition to the 9 mm Glock handgun.
2. On May 17, 2019, NBPC responded to the notice and requested information and bargaining over the matter.
3. After exchanging proposals, the parties have reached this agreement.

**Terms:**

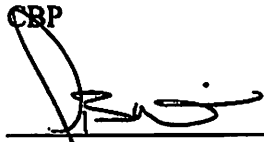
1. The Glock model 47 has been chosen as the standard handgun for USBP agents (agents). Agents will be given the choice of selecting the Glock model 19 as their handgun, in lieu of the Glock model 47. Agents will be given an opportunity to inspect a "red gun" model of the Glock model 47 and Glock model 19 prior to making their selection.
2. Each agent will be issued a Glock model 47 handgun, unless the Agent selects the Glock model 19, and six magazines for the issued handgun.
3. Agents will be issued a duty holster to fit the allotted or selected Glock model 47 or Glock model 19. This holster will be authorized for wear with both the rough duty and dress uniform.
4. Agents who have been issued a weapon light while at the USBP Academy will be issued a rough duty holster that can accommodate the light. This covers Academy classes that entered on duty on or about May 25, 2017, and after. When available, and subject to USBP's approval, additional holsters will be added to the uniform website (e.g., VF Solutions) for purchase.
  - a. Upon request of the agent, and subject to CBP funding and manufacturer availability, CBP will provide the necessary adaptor for those agents meeting the criteria in #4 above, to the mount on the new Glock handgun.
5. USBP will issue each agent a CLP pen, a bore brush, and a cleaning rod with which to clean their issued handgun. Additional cleaning supplies will be available for use at the agent's duty station.

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6. Agents will train on their new handgun, in accordance with the CBP prescribed training curriculum. Agents will be required to demonstrate proficiency with the new handgun in accordance with the Use of Force Policy.
  - a. Agents who fail to show proficiency with the newly issued Glock will be permitted to carry their previously issued P2000 until remedial training is completed, in accordance with the CBP Use of Force Policy Handbook, provided that the employee has a current passing qualification score with the P2000.
  - b. By the completion of remedial training, the employee must be able to demonstrate proficiency with the newly issued Glock handgun, in accordance with the Use of Force Policy Handbook.
7. Upon successful completion of the CBP prescribed training, agents will be given a one-time issuance of 300 proficiency rounds of 9 mm ammunition to use for practice with the newly issued handgun. Any subsequent proficiency ammunition issuance will be made on a quarterly basis in accordance with policy.
8. Agents who successfully complete the initial training may request and be granted, subject to Management's approval and operational demands, up to four (4) hours of additional duty time to familiarize themselves with the new Glock handgun. It is the responsibility of the agent to request the additional time as soon as possible after receipt of the newly issued Glock, and coordinate scheduling the Management-approved time with their supervisors and available range instructors. Agents will use their issued proficiency ammunition for any live fire practice that is conducted.
9. Agents who currently have an H&K P2000 SK issued to them for duty-carry, will be issued a Glock 26, if requested, and as inventories become available.
10. Agents who are performing primary plain clothes or undercover operational duties, may be issued a Glock 26, as sector/station inventory permits, for the duration of time that the agent is performing those operational duties.
11. After the initial issuance of the new 9mm Glock handgun, if an agent determines that they would be better suited for the other primary duty model (e.g., Glock 19 or Glock 47), they may request to switch to the other model, provided that the agent's assigned Sector has the primary duty handgun and holster in its inventory to facilitate the request. Any approved request to switch to the other primary duty model will meet the weapon qualification requirements as outlined in the CBP Use of Force Policy.
12. The provisions within this MOU strictly apply to USBP's transition to the Glock 9mm handgun, and do not set a precedent for NBPC's positions in future negotiations over other aspects of the Use of Force policy.


In accordance with 5 U.S.C. § 7114(c), this MOU will become effective upon Agency Head Review approval, or thirty-one (31) calendar days after the date of the last signature, whichever occurs first.

**Signatures:**

CBP  
  
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1/30/20 Date  
Jerry B. Martin  
Directorate Chief  
U.S. Border Patrol

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A SMITH** Digitally signed by  
GABRIELA A SMITH  
Date: 2020.01.30  
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Gabriela Smith Date  
Labor Relations Specialist  
U.S. Customs and Border Protection

**NBPC**

  
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01/28/20 Date  
Brandon Judd  
President  
National Border Patrol Council