

14 MAR 2017

MEMORANDUM OF AGREEMENT (MOA)

ON

**Air Force Life Cycle Management Center
Program Manager Annual Rotation Process**

References:

A. AF Life Cycle Management Center (AFLCMC) briefing on Program Manager (PM) Voluntary Rotation Process dated January 2017

1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this Memorandum of Agreement regarding subject rotation plan as it applies to bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the parties.
2. The AFLCMC PM Voluntary Rotation Process (Reference A) is a Directorate level process designed with the intention to develop & strengthen individual program management potential via successive volunteer reassignments of intentionally different PM responsibilities & experiences. This rotation plan is designed to maximize PM exposure to the full-range of diverse and challenging PM opportunities available throughout AFLCMC. This agreement provides the agreed upon provisions for implementation of the annual PM Voluntary Rotation Process.
3. Management will invite the Local Union to briefings in which they introduce the PM Voluntary Rotation Process to employees. The Local President may designate a representative to attend the briefings.
4. Supervisors should document counseling sessions when employees receive feedback for inability to perform at an acceptable level in the new position. If performance continues to be unacceptable Article 15.04 of the MLA will apply.
5. Employees who have volunteered for the program but have been rejected through the use of a Management reclama will be provided the reasons for the rejection in writing.
6. The Union will be notified each time the volunteer matching process starts. Upon request, the results of that year's matching process will be provided to the Union within 10 work days of the request or the conclusion of the associated matching process, whichever is later.
7. The Union will be notified in accordance with Article 33 of the MLA on any bargainable changes being made to the PM Voluntary Rotation Process.

8. BUEs may grieve reclama decisions and denial of "opt out" decisions by management under Article 6 of the MLA.
9. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the parties if concerns cannot be cooperatively resolved.

For Management/Date

For the Union/Date



KEVIN KECK

Director

Program Management &
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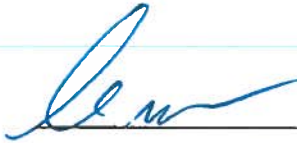
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