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MEMORANDUM OF AGREEMENT (MOA) CONCERNING Compensatory Time Off

12 May 1998

1. American Federation of Government Employees (AFGE) Council 214 (Council) and Air Force Materiel Command (AFMC), hereafter referred to as the Union and management, hereby enter into this MOA regarding the above matters as they apply to bargaining unit members covered by the Master Labor Agreement (MLA) between the parties.
2. Coding of compensatory time for wage grade employees will be accomplished in the same manner as the coding of compensatory time for general schedule employees.
3. It is the employee's right to make the decision about whether to request compensatory time off or to be paid overtime. The employer is prohibited from requiring a wage grade employee to be compensated for overtime work with an equivalent amount of compensatory time off from the employee's tour of duty. The employer will not interfere with the employee's right to make this decision.
3. The employer retains the responsibility and authority to approve the use of compensatory time off earned by an employee. The approval of the use of the compensatory time off shall be subject to the same considerations that exist for annual leave approval. The employee must obtain his/her supervisor's advance approval for the use of compensatory time off. The approval of the request shall be subject to mission and workload requirements. Normally the compensatory time shall not be disapproved unless there are workload factors that make it impossible to approve the use of the compensatory time off. When there is disapproval, and upon the employee's request, the supervisor shall document the reasons for the disapproval and provide a copy to the employee.
4. Compensatory time off must be used by the end of the 26th pay period after the pay period in which it was earned. Compensatory time not used during the established time period shall be paid at the overtime rate at which it was earned.
5. When bargaining unit employees separate or transfer to another DoD Agency or Department, unused compensatory time balances shall be paid at the overtime rate at which it was earned.
6. Employees who change positions but remain within the Air Force shall have their compensatory time balance transferred with them.
7. Public Law 104-201, Section 1610 shall be strictly observed in the enforcement and use of compensatory time off. No other modifications of the Public Law are applicable to the AFGE Council 214 bargaining unit employees, other than those set forth in this MOA.
8. All remedies available under the MLA or 5 U.S.C. Chapter 71 are applicable to this MOA.

Richard Bengt, Jr.

For The Union

5/12/98

Paul W. Kopp 5/12/98

For The Employer