

**MEMORANDUM OF AGREEMENT
RESULTING FROM
PERFORMANCE MANAGEMENT/ REDUCTION IN FORCE (RIF)
REVISIONS TO 5 CODE OF FEDERAL REGULATIONS
(CFR) 351, 430 AND 531
ISSUED 24 NOV 97**

1. The American Federation of Government Employees Council 214 and Air Force Materiel Command, hereafter referred to as the Union and Management, recognize the need to implement the above referenced Code of Federal Regulation (CFR) changes and do so in accordance with the terms of this Memorandum of Agreement (MOA).
2. Management will not effect bargainable changes in the current performance appraisal program (i.e. bargainable changes unrelated to the CFR changes referred to herein) without affording a MLA Section 33.02 compliant notice to the Union affording a bargaining opportunity.
3. Management will take appropriate action to assure timely receipt of performance appraisals.
4. For RIF purposes, a modal rating is given whenever an employee has no rating of record during the past 4-year period. Consistent with these governmentwide regulations, a modal rating within the Air Force is the most common rating of record given within the competing employee's competitive area.
5. When conducting a RIF, Management will establish a cut-off date for determining whether the competitive area meets the criteria for a single or multiple rating pattern consistent with the attached Air Force policy.
6. In a RIF situation, when a competing employee(s) within a competitive area has/have rating(s) of record under a rating pattern other than the Air Force rating pattern, all competing employees with appraisals fully successful or higher (Summary Levels 3,4,and 5) will receive 20 points performance credit for that year consistent with the Multiple Rating Pattern provisions described in paragraph 2b of the attached Air Force policy. For example, this could occur but is not limited to situations where an employee has been rated under a Demonstration Project or under another agency's appraisal pattern (e.g. pass/fail). *This provision applies for ratings of record effective after 30 Sep 97.* (NOTE: Performance credit for RIF is based on the competing employee's three most recent ratings of record received during the past 4-year period as stated in 5 CFR 351.504.)

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7. Local union presidents *or their designees* will receive activity written notification of the existence of a multiple rating pattern in a competitive area. This notification will be made when retention registers are established.

Walter A. Squire
FOR THE UNION

Michael J. Madges
FOR MANAGEMENT

Richard Benze Jr.
FOR THE UNION

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FOR MANAGEMENT

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FOR MANAGEMENT

14 December 98
DATE

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Air Force Policy