

DEFENSE ACQUISITION IMPROVEMENT ACT (DAIA)

MEMORANDUM OF AGREEMENT

1. AFLC will prioritize funding and scheduling of training in the following sequence:

a. First priority will be given to those employees who encumber positions for which the training is required.

b. Second priority will be given to those employees who meet all experience requirements for the certification level for which they apply. Required training will be considered first, job related formal education secondly, and other acquisition training and education last.

c. Third priority will be given to those employees who do not meet all experience requirements for the certification level for which they apply. Required training will be considered first, job relation formal education secondly, and other acquisition training and education last.

d. AFGE will be provided information pertaining to the status of required training for the acquisition work force. APDP training requirements, projections of funding, shortfalls and get well projections will be provided upon request in conjunction with AFLC submittals for funding. AFGE Council 214 will be informed when training requirements are submitted. Specific information to be provided to AFGE Council 214 will be mutually determined by AFLC/DPU and AFGE Council 214.

2. Management will encourage supervisors to release employees for job related training and education during normal duty hours consistent with course availability and mission requirements.

3. Management will identify required training courses and alternative equivalents. This information will be made available to interested employees.

4. Management will develop waiver procedures for certification requirements. These waiver procedures, waiver criteria, applicability to groups, individuals, etc. are to be negotiated with the Union prior to implementation.

5. In determining ranking factors for promotion to bargaining unit positions, education exceeding that required by law or X-118 qualification standards will be considered in conjunction with experience and training.

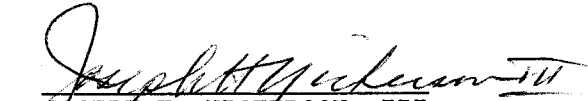
6. When an employee's request for certification or waiver is not approved, the employee may file a grievance in accordance with Article 6 of the Master Labor Agreement.

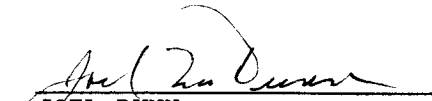
7. All employees will be briefed and provided necessary assistance in preparing their request for certification. Assistance will include helping employees update their career brief and completing Air Form 2675.

8. The employer agrees that all ranking and rating criteria not required by law or X-118 Qualification Standards and used in conjunction with filling bargaining unit positions will be validated in accordance with the Uniform Guidelines on Employee Selection Procedures. Upon request, copies of validation documentation will be provided to the Union.

9. Within 30 calendar days of the signing of this agreement, a draft article which has been jointly coordinated upon by the signatories, will be submitted to the AFLC News Service for dissemination.

10. No rights of the Union, employees, or management are waived by this agreement.

  
JOSEPH H. NICKERSON, III  
Executive Assistant  
AFGE Council 214

  
JOEL DUNN  
Chief, Affirmative  
Employment Division

27 August 1991  
DATE

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DATE