

MEMORANDUM OF AGREEMENT

CONVERSION OF LODGING APPROPRIATED FUND (APF) UNIT EMPLOYEES TO NONAPPROPRIATED FUND (NAF)

1. The American Federation of Government Employees (AFGE) Council 214 and the Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, recognize the need to effectively eliminate any employee adverse affects of the Agency decision to convert lodging APF civilian positions to NAF. This agreement provides the basis for placement of affected employees in APF to NAF. The basis for management's placement obligations are outlined in the attached 14 January 1998 HQ USAF/ILV memorandum. This agreement covers the AFGE Council 214 bargaining unit positions identified in the attached listing.
2. The Parties recognize that the interests of the lodging employees within the Union's consolidated unit regarding this conversion decision are diverse. The decision to elect APF conversion to NAF, is an individual employee decision, which must be based on full knowledge of placement prospects, continuing employment, and career opportunities. Affected unit employees will be briefed on all aspects of the conversion and the Union will be afforded an opportunity to have representation at subject briefings. This briefing will include the budget and financial posture of the nonappropriated fund instrumentality (NAFI) that might necessitate a Business-Based Action (BBA) reducing pay following any acceptance and conversion to NAF. These briefings will include information on the proposed changes to DoD 1400.25-M, Subchapter 1405, Appendix E, which permits reduction in NAF severance pay to as few as four weeks maximum, regardless of the years of credible service.
3. Management will take actions that may afford APF placement opportunities for employees whose positions have been identified in the attached listing. This includes those actions required by AFMAN 36-203 *Staffing Civilian Positions* (1 Feb 96) Table 7.1 and local negotiations as required and permitted by the Parties Master Labor Agreement (MLA) Article 16. The anticipated RIF time schedule or calendar for the impacted activities within the consolidated unit, subject to this agreement, will be provided to the constituent locals. SA-ALC has adequate APF vacancies to place all identified lodging APF employees without conversion to NAF. Identified APF lodging employees at SM-ALC will compete in the projected September 1999 RIF.
4. Career briefs will be provided to all affected employees. Affected employees will be counseled regarding their placement and RIF opportunities. Management will give consideration to waivers of qualifications for vacancies when it determines the employee has the capacity, adaptability, and special skills needed to perform the duties of the position without undue interruption to mission requirements.

5. Affected employees will not have to commit to converting to NAF until all APF placement efforts have been exhausted and individual employees have been provided their specific RIF notice within APF. All Priority Placement Program entitlements will be honored.
6. Those employees electing placement to NAF lodging positions, will be advised by management of the change in bargaining unit status or loss of union representation at their activity.
7. All remedies available under the MLA and 5 USC Chapter 71 are available to the Parties under this agreement.

2 Attachments

1. HQ USAF/ILV Memo 14 Jan 98
2. Unit Listing

Doreene Jones 24-99
FOR MANAGEMENT/DATE

William A. Jones 4 Feb 99
FOR THE UNION/DATE

Randolph E. Hoff AFMC/SIX
FOR MANAGEMENT/DATE

Richard Benz Jr. 2/4/99
FOR THE UNION/DATE

Randy Shaw 4 FEB 99
FOR MANAGEMENT/DATE