

04 MAR 2010

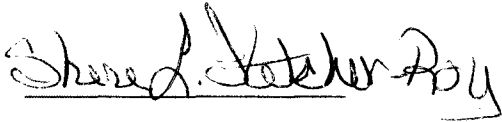
MEMORANDUM OF AGREEMENT (MOA)
CONCERNING
TRANSFER OF CIVILIAN PERSONNEL OPERATIONS

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 MOA regarding the above subject as it applies to AFGE bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the parties.
2. This MOA deals with two distinct but related initiatives that will primarily affect AFMC's Large Civilian Centers (LCCs) located at Hill, Robins, Tinker and Wright-Patterson AFBs. The first stems from the year 2005 BRAC recommendation #137, which requires the transfer of personnel "transactional" workload to the Air Force Personnel Center (AFPC) at Randolph AFB, TX. It includes a range of administrative, record keeping, and advisory functions currently performed by AFMC Personnel Offices. The second stems from an AF/A1 initiative called Personnel Service Delivery Transformation which will realign LCC staffing operations from AFMC to AFPC. The workload will continue to be performed on site by the same employees, but the organization will convert to an AFPC "operating location" (OL): Attachment 1 summarizes the workload that will be transferred to Randolph AFB (column 1), workload that will be performed by the AFPC-OL (column 2), and the workload that will continue to be performed by the AFMC LCCs.
3. Current bargaining unit positions within the LCC staffing function which transition during the conversion will retain their bargaining unit status and employees occupying said positions will retain all rights negotiated by Council 214 and the local union.
4. Transactional workers whose work migrated to Randolph AFB will be offered a similar job at Randolph AFB with the exception of students, interns and employees serving on career-broadening positions. Employees who accept offers to work at Randolph AFB will receive full PCS funding for their moves in accordance with the Joint Travel Regulations (JTR). Employees who choose not to move will be held in surplus status until assigned to a local position commensurate with their background. No Reductions In Force are anticipated.
5. As soon as possible before implementation, affected employees will be notified of their status and, in the case of transactional workers, the option of a similar job at Randolph AFB.
6. As soon as possible before implementation, the local union will be invited to a briefing which will identify the impacted positions and employees, the timeline of transition for each function being transferred or converted and any changes in organization, supervision, rules and working conditions. The local parties are encouraged to address any issues which arise through collaboration recognizing their mutual right to bargain if either party deems it necessary.
7. All AFMC bases (to include the non-LCCs) will brief their local Union Presidents on timeliness metrics regarding the transition of staffing services which are applicable to their base. Such briefings will occur beginning with this MOA and continuing through 2011.

8. All remedies available under the MLA or 5 U.S.C. Chapter 71 are available to the Parties if either party believes the other has failed to comply with any of the requirements of this MOA.

FOR MANAGEMENT

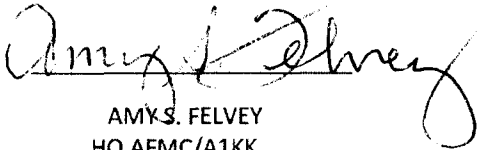
FOR THE UNION



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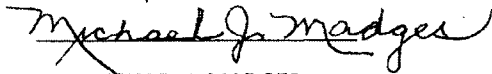
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Attachment 1 – Chart showing work transferred, work converted to AFPC-OL and work unchanged.

PRE-DECISIONAL CHART

Consolidate Civilian Personnel Offices -- Air Force Implementation Planning Document (BRAC #137)

<ul style="list-style-type: none"> ✓ OPF maintenance responsibilities ✓ Retirement, Benefits, and Survivorship counseling (PSD Plan) ✓ Processing personnel actions in DCPDS ✓ Civilian Records Updates (PSD Plan) ✓ Personnel Systems Management (PSD Plan) ✓ Unemployment Claims/Appeals (PSD) ✓ Recruitment of Centrally Managed Positions ✓ Reduction-in-Force Processing ✓ Injury Compensation <ul style="list-style-type: none"> ✓ To be consolidated after successful consolidation of non-LCC installations ✓ Classification and Position Management <ul style="list-style-type: none"> ✓ Engaged with AFMA to review/revise transition plan ✓ Employee Relations -- To be consolidated IAW associated PSD implementation plans (to be developed) <ul style="list-style-type: none"> ✓ Performance Management Program (non-NSPS) ✓ Award Program (excludes local awards) <p>PURPLE INDICATES PSD INITIATIVES</p> <p>*Transfer to Randolph AFB</p>	<ul style="list-style-type: none"> ✓ Staffing -- <ul style="list-style-type: none"> ✓ Provide staffing management advisory services to LCC supervisors ✓ Clear local and DOD priorities for all positions (including centrally managed positions) ✓ Produce referral lists for non-centrally managed positions ✓ Work with selecting supervisors and extend job offers on all selections (including centrally managed positions) ✓ Arrange pre-employment physicals, obtain security clearances etc to process on the selectee ✓ Refer the appropriate documents (electronically) to AFPC to process the personnel action and file in OPFs. ✓ Provide pre-RIE and post-RIE support to the base - the non-backroom actions ✓ Civilian Virtual In-Processing (CVIP) <p>*Located at the LCCs</p>	<ul style="list-style-type: none"> ✓ Labor Relations/3rd party appellate process ✓ Workforce/Strategic Planning ✓ Community Outreach ✓ Resource Management/Work Year Execution ✓ Affirmative Employment/EEO ✓ Installation unique Training ✓ Employee Relations <ul style="list-style-type: none"> ✓ Discipline ✓ Grievances ✓ NSPS Performance Management ✓ Local Awards programs ✓ VERA/VSIP <p>*Continues at AFMC Bases</p>
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AF Model for Civilian Personnel Servicing to include AFMC LCCs
PRE-DECISIONAL CHART