

28 July 2010

MEMORANDUM OF AGREEMENT

ON

AFMCI 36-2645 “Senior Functional Roles and Responsibilities”

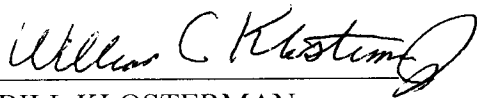
1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this Memorandum of Agreement regarding subject instruction as it applies to the Bargaining Unit Employees (BUEs) covered by the Master Labor Agreement (MLA) between the parties.
2. AFMCI 36-2645 outlines roles and responsibilities for managing the recruitment, development, placement, and evaluation of “functionally aligned” employees. These are AFMC employees who specialize in one of five disciplines: program management, contracting, financial management, science and engineering, and manpower and personnel. The instruction establishes a hierarchy of “senior functionals” to manage professional aspects of these five fields. The review of the performance evaluation of functionally aligned employees will be in their functional chain of command. In the case of contracting personnel, they will report to and their performance shall be rated and reviewed by a contracting individual. This instruction also charges senior functionals to define and consistently apply performance management objectives. It gives them a dominant role in adjusting the mix of skills, numbers, and types of employees (civilian, military, and contractor) assigned to organizations. It also empowers the Center Senior Functional (CSF) office to hire, place, and reassign functionally aligned personnel. This agreement provides the agreed upon provisions for implementation of AFMCI 36-2645.
3. Recruiting and Hiring: Senior functionals will balance the strategy of hiring needed skills with development and advancement of internal employees. Senior functionals shall give consideration to qualified BUEs prior to a determination to go outside sources, in accordance with MLA Article 12.
4. The union will be involved pre-decisionally in discussions to increase the ratio of new contractor positions to bargaining unit positions within a group or division by a margin of more than ten percent. If the group or division has less than 100 civilian employees, the

area for determining the percentage for the ratio will be expanded to the directorate level.

5. Reassignments: When it is necessary to reassign one or more functionally-managed employee to another position at the same title, series, and grade, and reduction-in-force procedures do not apply, the most senior qualified available volunteer will normally be selected for the job. The employee's current supervisor may determine that he/she is not available for reassignment, based on mission urgency and needs, but rarely to exceed 12 months. If no qualified available senior volunteer exists, the least senior qualified available non-volunteer shall normally be selected. Seniority is determined by SCD Leave. Upon written request, management will provide written rationale to the Union for employees selected to be reassigned.
6. Performance Management: For bargaining unit employees performance management will be conducted in adherence with MLA Article 15.
7. Provisions of this MOA which conflict with a new MLA will expire upon implementation of the new MLA.
8. All remedies available under the MLA or 5 U.S.C. Chapter 71 will remain available to the Parties if concerns cannot be cooperatively resolved.

For Management/Date

For the Union/Date



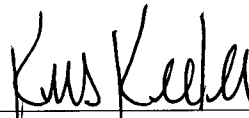
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