

Aug 31, 2012

## MEMORANDUM OF AGREEMENT (MOA)

ON

### Acquisition Demo Program Expansion to Arnold A.F.B

1. The America 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 performance management system as it applies to bargaining unit employees (BUEs) covered by the Master Labor Agreement (MLA) between the parties.
2. Arnold Air Force Base in Tennessee includes almost 200 Council 214 BUEs. About half of them are engineers and scientists. The other half is non-professional general schedule (GS) employees. The Air Force proposes to transition these employees into a pay band system known as the Acquisition Workforce Personnel Demonstration Project also known as "Acq Demo." Under this system, employees who contribute to mission effectiveness may receive the appropriate compensation commensurate with their overall contribution. If employees provide inadequate contribution to the mission, it could result in a reassignment, reduction in pay or removal from Federal Service. The contribution and compensation evaluation process involves employees, supervisors and pay pool panels. The evaluation results are calculated in a "payout" formula, then validated by "pay pool managers," and finally, if awarded, translated into an annual pay adjustment and/or bonus. This MOA implements a four year trial application of the Acq Demo Program. The four year trial application is subject to a midterm "lessons learned/improvement" meeting between AFGE Council 214 and AFMC after two full cycles in the Acq Demo contribution and compensation evaluation process. Upon completion of four full cycles within the Acq Demo evaluation process, AFMC will conduct a final meeting with AFGE Council 214 to discuss the continuance or discontinuance of the AcqDemo program for the Arnold and Engineering Development Center.
3. This MOA will be provided to all BUEs incorporated into this system.
4. The Union will be given full access to information about the implementation of this program. During each year of the trial application, 2 union reps will be granted 4-day Agency-funded travel orders to visit Arnold AFB . The union will be provided travel orders to witness the initial training of affected employees and to observe evaluations of affected employees during the four year trial application. Representational meetings to discuss impact of conversion into the Acq Demo Program will be scheduled with the affected employees
5. Within 60 days of the signing of this agreement, the Parties will meet to negotiate an amendment to MLA Article 15 and other articles in conflict with the Acquisition Demo

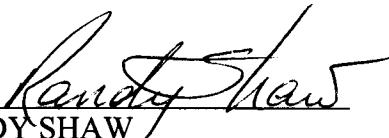
Project. The MOA amending MLA Article 15 will remain in effect during the four year trial implementation period unless modified as a result of MLA renegotiation. The absence of an amendment to Article 15 or any other MLA Articles will not delay the implementation of this program.


6. Should Acq Demo implementation be projected at other AFMC locations and that generates an AFMC-wide MOA that is agreed upon by the parties; The Acquisition Demo Program Expansion to Arnold A.F.B. MOA will become null and void.

7. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the parties if concerns cannot be cooperatively resolved.


For Management / Date


For the Union/Date

  
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