

MEMORANDUM OF AGREEMENT

Job Exchange Enhancement Program (JEEP)

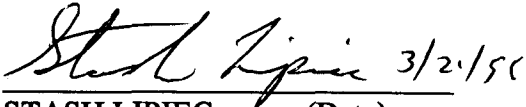
1. The American Federation of Government Employees Council 214 and the Air Force Materiel Command, henceforth known as the Union and management, recognize the need to provide field personnel (Air Logistic Centers only) with headquarters staff experience and provide recent field experience (Air Logistic Centers only) for headquarters staff personnel. This MOA is applicable only to the Contract Series, GS-1102-12 and above bargaining unit members and their positions. This MOA has no applicability where non-bargaining unit positions are involved in JEEP. Bargaining unit participants being exchanged to a non-bargaining unit supervisory and/or managerial position, will be advised of this change of status affecting such matters as the loss of eligibility under the negotiated grievance procedure and coverage by this JEEP MOA, for the duration of such incumbency.
2. The exchange period will be two to three years in duration.
3. Although positions covered by this MOA are all covered/included in the Contracting and Manufacturing Civilian Career Program (CMCCP), no aspect of JEEP is under the jurisdiction or otherwise included in this career program. CMCCP registration is not required for application, consideration, selection, or participation in JEEP.
4. The JEEP program relies only on one for one field/headquarters or headquarters/field candidate/job matches. Candidates will be solicited through an ad hoc process. Employee interest and response to such solicitations will be accomplished electronically, to the extent technically possible. No management endorsements will be required in the application process. No merit competitive criteria will be used in any evaluation or selection of bargaining unit JEEP candidates when reassigning such candidates to bargaining unit positions in JEEP.
5. Because there is diversity of installation competitive levels within the GS-1102 series possibly affecting the retainability of JEEP participants, selectees will be so advised.

6. Should a JEEP participant be adversely affected by RIF or otherwise displaced from their "job swap" position through no fault of their own, upon his or her request, the participant will be permitted to immediately exercise their take back agreement to the first available bargaining unit vacancy for which qualified at their parent installation. Such return will be at the earliest opportunity permitted by the Joint Travel Regulation.

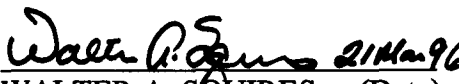
7. JEEP participants may decline an offer or withdraw from the program at anytime up to 60 days prior to the official reporting date. The 60 day restriction may be waived by management based on specific needs or hardship of the employee.

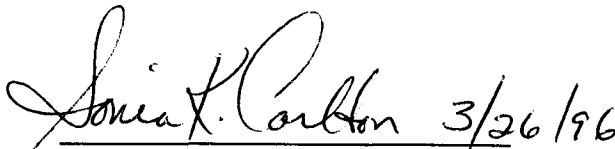
8. A copy of this agreement will be provided to bargaining unit members at time of JEEP application and for others, upon JEEP selection to a bargaining unit position.

FOR THE EMPLOYER


STASH LIPIEC (Date) 3/21/96
Labor Relations Specialist
AFMC Civilian Personnel

FOR THE UNION


WALTER A. SQUIRES (Date) 21 Mar 96
Executive Assistant
AFGE Council 214


SONIA CARLTON (Date) 3/26/96
Procurement Analyst
AFMC Contracting