

OFF-DUTY EMPLOYMENT

MEMORANDUM OF AGREEMENT

1. American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC) hereby enter into this Memorandum of Agreement regarding the above as it applies to bargaining unit members. This MOA was negotiated as a result of the issuance of Air Force Materiel Command Policy Directive (AFMCPD) 51-2 and Air Force Materiel Command Instruction (AFMCI) 51-201, Off-Duty Employment. The provisions of the AFMCPD and AFMCI will apply to all employees covered by this agreement, as modified by the provisions contained below.

2. Based on the provisions contained in the AFMCPD/AFMCI, employees will report off-duty employment to their immediate supervisor. AF Form 3902, Application and Approval for Off-Duty Employment, will be used for this purpose. Management will complete blocks 37a, 37b, and 37c to acknowledge receipt of the form from the employee, and provide the employee with a copy of the completed AF Form 3902 within two work days.

3. Nothing in this agreement affects the requirements which were in place prior to the issuance of the above cited AFMCPD and AFMCI. Specifically, this refers to those employees who are required to file a Public Financial Disclosure Report (SF 278) or a Confidential Financial Disclosure Report (SF 450 or OGE 450) or who seek off-duty employment with a "prohibited source" as defined in the Joint Ethics Regulation, DoD 5500.7-R.

Michael A. Fitz
FOR THE EMPLOYER

30 Dec 97
DATE

Richard Berger, Jr.
FOR THE UNION

9 Jan '98
DATE

Michael J. Madges
FOR THE EMPLOYER

30 Dec 97
DATE

Walter A. Spurs
FOR THE UNION

9 January 1998
DATE

From: Michael Madges
To: Brian P Normile, Curtis Haynes, dale foster, Da...
Date: Thu, Apr 9, 1998 3:32 PM
Subject: Clarification - Off-Duty Employment MOA

Please refer to the attached for clarification on the above matter.

CC: Paul Hepp, Randy Shaw, Ray Rush, William Langle...

A 21 Jan 98 HQ AFMC/DPCL memo transmitted an Off-Duty Employment Memorandum of Agreement (MOA) with AFGE Council 214. We have recently received inquiries from the field concerning whether the MOA provides for supervisory "approval" of all off-duty employments. The inquiries were in response to union assertions that the MOA does not require supervisory "approval". This is to advise that AFMC and AFGE Council 214 were able to reach agreement in terms of employee "reporting" to the immediate supervisor all off-duty employments. During the course of negotiations, the parties discussed "approval" but were unable to reach agreement on this language. Hence, bargaining unit employees are only required to "report" any off-duty employment to their immediate supervisor. AFMC signed off on the MOA since the MOA met the intentions and objectives for which AFMCPD 51-2 and AFMCI 51-201 were established. As contained in paragraph three of the MOA, please note that requirements in place prior to the issuance of AFMCPD 51-2 and AFMCI 51-201 were not affected. Further questions on this matter can be referred to Mike Madges, DSN 787-2102.

RAYMOND RUSH
Chief, Labor and Employee Management Relations
Civilian Personnel and Programs
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