

MEMORANDUM OF AGREEMENT (MOA)

1 5 NOV 2018

ON

Updates to Expeditionary Status Coding

References:

- A. HQ AFMC/A1KK briefing to the Union 6 Feb 2018
- B. DoDI 3020.42 Defense Continuity Plan Development, dated 27 April 2011
- C. DoD Expeditionary Civilian (DoD-EC) Codes in the Defense Civilian Personnel Database System (DCPDS) Instruction Guide, dated March 2017

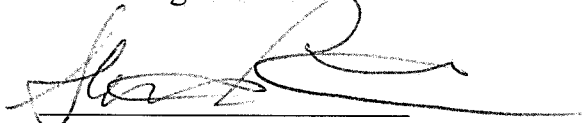
1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this Memorandum of Agreement regarding updating continuity plan/expeditionary status coding of the workforce as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. The Department of Defense has directed all agencies (reference C) to ensure position designations within DoDI 3020.42 (reference B) are corrected for positions that fall into the category of “mobility”, to include: Key, Emergency Essential (E-E), and Mission Essential (M-E).
3. Employees whose position coding is changed will be notified of the change within 30 calendar days of the signing of this MOA.
4. Employee performance, to include establishment of performance elements and feedback sessions, will be in accordance with Article 15 of the MLA.
5. Within 5 workdays of the date of notification to the employee management will ensure the process to update the records of employees has been initiated to reflect the change of continuity plan/expeditionary status coding. This includes addition or removal of the DD2365, any additions to the PD, and any documentation that is to be added to the Supervisor’s Employee Brief (AF Form 971).
6. Affected employees who need to make/change personal arrangements (e.g. child/elder care) may request to use available workplace flexibilities (e.g. schedule changes, unscheduled leave, etc.) to assist until permanent arrangements can be made. Management will maximize the use of available workplace flexibilities during the initial 30 days of this change. Additionally, the employee is allowed to make arrangements such that any work which may require the employee be called back to the workplace outside of

his/her duty hours can be performed by another qualified person until permanent arrangements can be made. Employees will strive to have permanent arrangements made within 30 calendar days from notification. Normally, arrangements will be in place no later than 90 calendar days from notification.

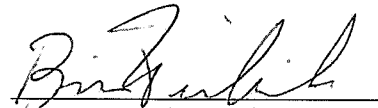
7. The Union will be provided a list of impacted employees that will include the employee's installation, to/from expeditionary coding change, the employee's series, and the employee's grade within 20 work days of the signing of this MOA. The Union will be notified once all expeditionary coding changes have been completed in DCPDS.

8. 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

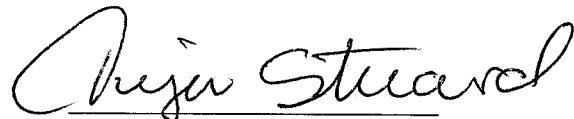


STEPHANIE PETERANGELO
Human Resources Specialist
HQ AFMC/A1KK



BRIAN FRIEDRICH
Labor Relations Specialist
HQ AFMC/A1KL

For the Union/date



TUJA STUARD
Executive Assistant
AFGE Council 214



ANDREW POWELL
Executive Assistant
AFGE Council 214