

MEMORANDUM OF AGREEMENT BETWEEN AGENCY and UNION

SUBJECT: Civilian Workforce Furlough 2013

1. Purpose. This Memorandum of Agreement (MOA) provides an agreement between the Agency and the National Association of Government Employees (NAGE) Local R4-27 on the Civilian Workforce Furlough of 2013.
2. Understanding and Agreements.
 - a. Employees will be furloughed every Friday during the furlough period. The parties agree that a very small contingent of the civilian workforce may be furloughed in lieu of Fridays, based on mission requirements which cannot be mitigated.
 - b. In those rare instances where Friday furlough days are not feasible, an alternate furlough day may be utilized (e.g. Monday). However, where mission requirements dictate the need to have a contingent of bargaining unit employees on an alternate furlough day, with the approval of the head of the respective organization, those organizations must notify the Union separately, prior to the delivery of the proposed furlough notices.
 - c. The Alternate Work Schedule (AWS) will be suspended for the duration of the furlough. The AWS will be reinstated at the end of the furlough period for those who were on AWS prior to the furlough.
 - d. Employee's performance appraisals shall not be adversely affected solely by furlough actions.
 - e. All established time frames for times to file grievances, respond to grievances, requests to bargain, invocations to arbitration, and responses to proposals, will be extended for every day the employee, Union representative, or manager is on furlough during the relevant period.
 - f. Employees will not be recalled to duty from furlough or have their furlough schedule altered for the purpose of drug testing under the Drug-Free Workplace Program.
 - g. Employees on LWOP, to include those under Family Medical Leave Act (FMLA), may designate Friday or Monday as furlough time off in order to meet the furlough requirement of 8 hours a week/16hrs a pay period. Any furlough day taken instead of LWOP under FMLA will not count toward the employee's 12-week FMLA entitlement.
3. Effective Date. This MOA is effective as of the date it has been signed/executed by both parties.


JANICE BLACKWELL
Regional Representative
NAGE Local R4-27

3/12/2013
Date


WILLIAM F. MOORE
Deputy to the Commanding General
Combined Arms Support Command

3/13/2013
Date