

# MEMORANDUM OF AGREEMENT BETWEEN AGENCY and UNION

SUBJECT: Civilian Workforce Furlough 2013

## AGREEMENT

1. Purpose. This Memorandum of Agreement (MOA) provides an agreement between the Agency and Union 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.

3. Effective Date. This MOA is effective as of the date it has been signed/executed by both parties.



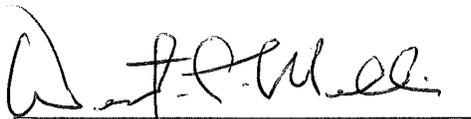
WILLIE SLATER  
President  
AFGE Local 1178

8 Mar 13  
Date



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

8 Mar 13  
Date



WINSTON MULLINS  
Vice President  
AFGE Local 1178

8 Mar 13  
Date