

Memorandum of Agreement on Region 5 Job Fair

This Memorandum of Agreement (MOA) on a Region 5 Job Fair is entered into, by and between the United States Environmental Protection Agency Region 5 Office (U.S. EPA or employer) and the American Federation of Government Employees (AFGE) Local 704 (the Union or AFGE). This MOA is only applicable to any job fair held during calendar year 2015.

SECTION 1. INTRODUCTION

A. In the event (present or future) that any provision of this MOA is found to be contrary to any requirement of the MCBA applicable to Region 5 Job Fair, the MCBA will supersede this MOA for that specific requirement(s) only.

SECTION 2. COVERAGE

A. This MOA covers all U.S. EPA BUEs represented by AFGE Local 704.

SECTION 3. AUTHORITIES

In the administration of all matters covered by this Article, the Union, the employer and BUEs shall be governed in a manner consistent with the United States Constitution and applicable laws, including the Federal Service Labor-Management Relations Statute (Statute), 5 U.S.C. Chapter 71, and the MCBA.

SECTION 4. PROPOSALS

A. Any opportunities included in the job fair will be announced to employees and the Union at least 1 week prior to the planned date for the job fair through e-mail.

B. Any opportunities included in the job fair will identify the grade level of the opportunity.

C. The organization location (section, branch, division) of the position and the name of the supervisor of the job fair opportunity will be included in the e-mail announcing the job fair opportunities.

D. Attendance at the job fair will not be a prerequisite for applying for a position that is offered through the job fair process.

E. If a selecting official would like applicants to include a resume along with their expression of interest, it will state that through the e-mail announcing the job fair. It is

understood that employees may need to submit resume, transcript, or other documents so that the Shared Service Center can confirm qualifications of a tentative selectee.

F. No more than 45 days after individuals are selected for job fair opportunities offered through the Region 5 job fair. The Agency shall provide the following information to AFGE Local 704:

- i. The specific positions filled through the job fair including the name of the individual selected.

G. Employees may apply for any position for which they believe they are qualified. Employees who would like to apply for opportunities through the job fair must seek supervisory approval, prior to applying for the opportunities.

H. In the event an employee is tentatively selected for a detail, temporary promotion, or reassignment, Shared Services Center will determine if the employee is qualified for the position, prior to processing the SF-52. If the employee is found to be not qualified for the position, the employee will be notified in writing.

I. Any changes to this MOA must be made by mutual consent of the parties, in accordance with MCBA Article 40 or its equivalent regarding MOAs and Other Negotiations during the Life and Term of the MCBA. After 2015, this MOA will no longer be in effect.

J. Nothing in this MOA shall serve to waive either party's rights under the Statute or MCBA.

SECTION 5. SEVERABILITY

In the event that any provision (section, paragraph, sentence, etc.) of this MOA is held invalid by any tribunal of competent jurisdiction, the remaining provisions of this MOA shall not be held invalid and shall remain in full force and effect. The Union and the Employer shall meet and attempt to renegotiate any provision found invalid.

SECTION 6. EFFECTIVE DATE

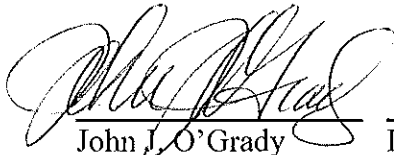
A. This MOA will be effective on the date of the last signature, subject to Agency Head Review.

B. However, if, as a result of Agency Head Review, a proposal or section of a proposal is disapproved, the parties will exchange proposals and negotiate the affected proposal or section of this MOA within thirty (30) calendar days of the Agency's notification.

C. In item returned by Agency-head review shall permit the parties, at the request of either party, to renegotiate that item and all related items and provisions that are directly affected, to the extent negotiations of that item are permitted by law. These may include those items, sections, paragraphs or provisions that, in whole or in part have been negotiated at the table in exchange for, or in consideration of the returned item.


FOR AFGE Local 704:

FOR Management:



John J. O'Grady
Chief Negotiator,
AFGE Local 704

03/19/2015
Date



Amy Sanders
Chief Negotiator,
U.S. EPA Region 5

3/19/15
Date