

MERIT PROMOTION AND PLACEMENT PLAN

SUPPLEMENTAL AGREEMENT

Between

U. S. Army Transportation Center, Fort Story and American Federation of Government Employees (AFGE), Local 22 and between HQ U.S. Army Transportation Center, Fort Eustis and International Association of Firefighters (IAFF), Local F-173 and between U.S. Army Training Support Center, Fort Eustis, VA, the Military Traffic Management Command Transportation Engineering Agency and American Federation of Government Employees (AFGE), Local 1643, Fort Eustis, VA and between U. S. Army Transportation Center, Fort Eustis, U. S. Army Medical Activities (MEDDAC), Fort Eustis, U. S. Army Dental Activity (DENTAC), U. S. Army Aviation Logistics School (USAALS), Fort Eustis, U.S. Army Training and Doctrine Command/Contracting Activity, Fort Eustis, Eastern Inspection Region Branch (EIRB) and the National Association of Government Employees (NAGE), Local R4-6 and between Military Traffic Management Command Deployment Support Command, Fort Eustis and American Federation of Government Employees (AFGE), Local 2855.

The parties agree that the Southeast Region Merit Promotion & Placement Plan is hereby modified to replace the Southeast Expedited Recruitment Procedure (SEERP) with RESUMIX. The following conditions will replace the Southeast Region Merit Promotion and Placement Plan Supplemental Agreement dated 15 April 1997 (which replaced the Merit Promotion and Placement Article in each of the four (4) existing contracts) and will become the Merit Promotion and Placement Agreement for units without an existing contract.

Section 1. All merit promotion and placement actions shall be IAW the applicable Merit Promotion and Placement Plan, applicable regulations and this Article. The EMPLOYER agrees that selections for promotion shall be based on merit factors, established candidate priorities, job qualifications, e.g. candidate skills, knowledge, experience, and abilities; and IAW selection criteria established under equal employment opportunity guidelines. The EMPLOYER agrees that job qualification requirements shall be established and/or changed per applicable regulations, Agency guidelines and the needs of the organization.

Section 2. The EMPLOYER agrees that announcements shall remain open for a minimum of three (3) work days if limited to directorate level organizations and otherwise a minimum of five (5) work days. Employees will use the RESUMIX process when applying for positions announced under merit promotion procedures. All applicants must pre-position a resume in the Southeast Region's database to receive consideration for positions announced under Merit Promotion Procedures. Employees desiring consideration for a specific vacancy announced for their area of consideration will self-nominate (apply) for consideration via e-mail or by mailing a hardcopy of the self-nomination form to the Southeast Civilian Personnel Operations Center (SECPOC)

to be received by the closing date of the announcement. Employees who are unable to submit a self-nomination form for a vacancy may have another person submit the self-nomination form for them. Selectees must provide additional information required for verification of qualification/eligibility within 1 work day after a tentative job offer is made. Exceptions to the 1 work day requirement for providing additional information will be granted on a case by case basis where the requirement would place an undue hardship on the employee (e.g. the employee is hospitalized; the required documents were recently destroyed by fire; or would include unusual documentation not normally possessed by or immediately accessible to the employee.).

Section 3. All applicants submitting a resume will be notified by the SECPOC when their resume has been scanned successfully and is in the RESUMIX database for job vacancies within the unit. Employees must submit a self-nomination to receive consideration for vacancies after notification that their resume is in the RESUMIX data base. Employees will be notified of selectee and selecting official for each vacancy announcement via CPAC web site.

Section 4. An employee who is dissatisfied with the placement consideration received may have UNION representation. When the union is representing an employee, the EMPLOYER will make available for review the following pertinent promotion records: list of names of those applicants considered and the referral and selection register.

Section 5. If an employee fails to receive proper consideration, the EMPLOYER will take corrective action IAW the applicable Merit Promotion & Placement Plan.

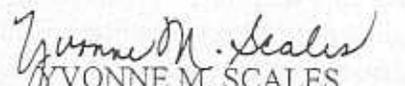
Section 6. Resumes must be pre-positioned at the Southeast Civilian Personnel Operations Center. Self-nomination is only possible after an applicant has received acknowledgement from the SECPOC that their resume has been pre-positioned into the RESUMIX database. Applicants must send self-nominations to the SECPOC via email or hard copy (mail). Self-nominations must be received at the SECPOC by the closing date.

Section 7. The EMPLOYER will provide computer internet access and reasonable on duty time to comply with the RESUMIX process. The EMPLOYER will train employees on the RESUMIX process and provide assistance upon request.

FOR THE UNION:


JOE FULGHUM
President, NAGE, LR4-6

FOR THE EMPLOYER:


YVONNE M. SCALES
Director, Civilian Personnel
Advisory Center

Merit Promotion and Placement Plan
Supplemental Agreement

FOR THE UNION:



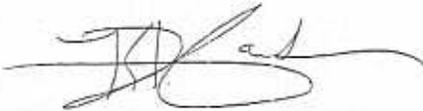
GEORGE HAUSE
President, AFGE, L1643

FOR THE UNION:



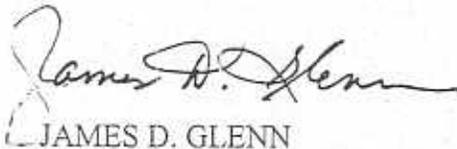
KIRK MCKINLEY
Command Vice President, AFGE, L22

FOR THE UNION:



KEVIN JACKSON
President, IAFF, F-173

FOR THE UNION:



JAMES D. GLENN
VICE PRESIDENT, AFGE, L2855



MARGARET P. OWENS
Personnel Management
Specialist

DATE: 22 February 2000